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WEEKLY

OCTOBER 19, 1946

Nursing times

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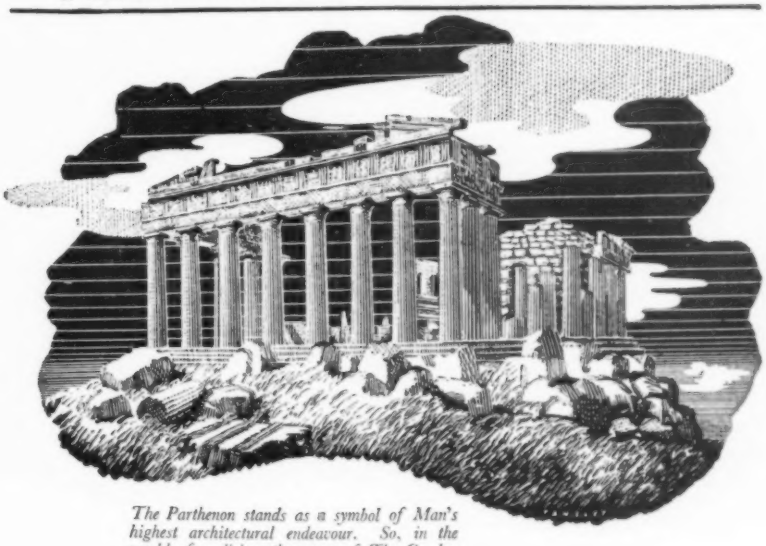
Royal College of Nursing News

News in Brief

★ NURSING EXHIBITION *We will be pleased to welcome nurses at stands D1 and D3 October 21st to 25th.* ★



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Unquestioned Merit . . .

Collosol Argentum, a stable colloidal suspension of silver, has established itself as a product of importance in the treatment of chronic and acute inflammatory conditions, particularly of the eye, ear, nose and throat.
Its properties as a silver preparation are unique : in addition to its stability it is non-irritant and non-staining and is entirely harmless to epithelial tissues. Its beneficial effects are, therefore, not offset by any damage to, or impairment of, natural defensive mechanisms. In the eye it can be applied frequently, *i.e.* every hour, with results which often surpass those obtainable by the use of stronger preparations. For naso-pharyngeal use it is best used as a spray.

THE CROOKES LABORATORIES LIMITED
PARK ROYAL LONDON, N.W. 10

Registered as a Newspaper
VOL. XLII. No. 42

Journal of the Royal College of Nursing

W. H. BAILEY & SON LTD.

WE CAN NOW SUPPLY

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THE "SUPER" ALUMINIUM STERILIZER CASE N.C.1937

Bailey's Combined Midwifery Case and Sterilizer will meet a long-felt want. The whole case is sterilizable, the Lid forms the instrument and Bowl Sterilizer.

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			Carr. Paid
N.C.1937.	CASE Empty. Size 14in. x 6½in. x 7in.	Each	£6 10 0
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With loose waterproof cover and removable washable lining. Complete with Fittings as under : Holdfast Enema, Enamel Kidney Tray, Enamel Graduated Jug, Enamel Bowl, Soap and Nail Brush in case, Clinical Thermometer, Spring Forceps, Food and Bath Thermometer, Rubber Catheter, 3 Stoppered Bottles, 2 Metal Capped Pots, 1 Metal Capped Dredger, 1 Glass Medicine and Minim Measure, in case, Scissors.

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N.C.3142	CASE EMPTY	size 12in.	...	£2 13 0
	ditto	" 15in.	...	£2 15 0
"	CASE COMPLETE WITH FITTINGS	" 12in.	...	£5 3 0
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The antiseptic and antipruritic principle in

WRIGHT'S COAL TAR SOAP

The unique preparation, Liquor Carbonis Detergens, was first introduced by Wright's in 1862. It isolates, from the inert non-therapeutic substances, the valuable antiseptic and antipruritic agents known to be in Coal Tar. Since its introduction Liquor Carbonis Detergens has achieved a high place in dermatological practice, and is repeatedly chosen as the foremost medicament for ski diseases.

The continuous application of new methods in research and manufacture makes Wright's Liquor Carbonis Detergens today a product improved both in appearance and antiseptic value.

This preparation gives Wright's Coal Tar Soap its renowned health-giving qualities. Soothing to the tenderest skin, and thorough in its cleansing, Wright's is in every way the safest toilet and nursery soap for daily use.

Wright's **COAL TAR SOAP**

IDEAL FOR TOILET AND NURSERY

WRIGHT'S COAL TAR SOAP
PRO INTEGRITATE CUTIS

RE-UNION
14/- per inch, minimum charge 10/-.

THE MUNICIPAL GENERAL (ST. LUKE'S) HOSPITAL, BRADFORD

The Nurses' prize distribution and reunion will be held on November 5th, 1946, at 2.15 p.m., Past members of the staff are cordially invited. (559)

THE INFIRMARY, STOCKPORT

Saturday, November 30th, 1946. At Home

There will be an "At Home and Re-union" in the "Nurses' Home," on Saturday, November 30th, at 3 p.m.

Matron will be pleased to see past members of the Staff. R.S.V.P. to Matron, by November 20th, 1946. (959)

OFFICIAL ANNOUNCEMENTS
14/- per inch, minimum charge 10/-.

THE ROYAL COLLEGE OF NURSING
ELLEN SARAH FOUNTAIN GRANT

The Council of the Royal College of Nursing will consider applications for the above grant to the value of £10, to be expended on some form of post-graduate study.

The grant is available to any nurse who is a member of the College of Nursing and who trained at one of the following hospitals:—

Brompton Hospital for Consumption, S.W.3.
Lambeth Hospital, S.E.11.
Seamen's Hospital, Greenwich, S.E.10.

Application forms to be returned to:—The Director in the Education Dept., The Royal College of Nursing, 1a Henrietta Place, Cavendish Square, London, W.1.

The successful applicant will be asked to render a statement showing how the grant has been expended, at the end of the course undertaken. (66)

TRAINING AND LECTURE COURSES
14/- per inch, minimum charge 10/-.

ROYAL COLLEGE OF NURSING

Courses for trained nurses in preparation for:—

a) Health visiting. Six months. Approved by the Ministry of Health.
b) Industrial Nursing courses. 6 months. Starting January 8th, 1947.
c) Sister Tutors. One year whole-time.
d) Dietitians. Eighteen months whole-time.
e) Diploma in Nursing. University of London. Two years. Tuesdays and Thursdays.
f) Nurse Administrators. 10 months whole-time.
g) Teaching of Parentcraft. Part-time.—2 terms.
h) Venereal Disease work. Part-time.—1 term.

Apply to the Director, Education Department, Royal College of Nursing, 1a Henrietta Place, Cavendish Square, W.1. (14)

BERKSHIRE COUNTY NURSING ASSOCIATION
HEALTH VISITORS' TRAINING

Queen's Nurse Midwives offered Course of Training in London. All expenses paid, plus holiday allowance. Non-Queen's Nurses accepted, but required to take Queen's training. Full particulars County Superintendent, Berkshire County Nursing Association, Town Hall Chambers, Reading. (770)

PUBLIC HEALTH VACANCIES
14/- per inch, minimum charge 10/-.

NOTTINGHAMSHIRE COUNTY COUNCIL
APPOINTMENT OF COUNTY MIDWIVES

Applications are invited from State Certified Midwives for appointment as **County Midwives.**

The salary and conditions of service will be in accordance with the recommendations of the Midwives Salaries Committee. Travelling expenses in accordance with the County Council's scale will be paid, and uniform will be provided.

The post will be subject to the provisions of the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination.

Conditions of appointment and forms of application, which should be returned to the County Medical Officer, Shire Hall, Nottingham, as soon as possible, may be obtained from the undersigned.

Shire Hall, Nottingham. K. TWEEDALE MEABY, Clerk of the County Council. (606)

BOROUGH OF EALING
DOMICILIARY MIDWIFE

The Council invite applications for the position of **Domiciliary Midwife** (temporary) in connection with the domiciliary service of midwives in the Borough of Ealing. Applicants must hold certificates for State-registered Nurse and State certified Midwife. The salary and conditions of service will be in accordance with the Rushcliffe scale and recommendations.

Applications should be made as soon as possible to Dr. Thomas Orr, Medical Officer of Health, Town Hall, Ealing, W.5.

Ealing, W.5. October, 1946. E. J. COPE-BROWN, Town Clerk. (843)

A MINISTRY OF HEALING

for body and soul among the women and girls of **INDIA** and **CHINA** is open to fully qualified Christian Nurses who are seeking to answer the Call of God upon their lives.

This may be the Opening for You!

Write to:
CHURCH OF ENGLAND ZENANA MISSIONARY SOCIETY
19-21 Conway Street, London, W.1. (845)

COUNTY BOROUGH OF BURNLEY
APPOINTMENT OF MUNICIPAL MIDWIVES

Applications are invited for the above appointments (two vacancies). Applicants must be State-registered Midwives and General Trained State-registered Nurses. Salary in accordance with the Midwives Salaries Committee's recommendations—£330 per annum rising annually by £15 to £435 per annum. Commencing salary according to experience.

Uniform, laundry, telephone, equipment and travelling expenses will be provided by the Council. An unfurnished Council house is available which can be shared by two midwives, if desirable.

Further particulars and forms of application may be had from the Medical Officer of Health, Public Health Department, St. James' Street, Burnley, to whom applications, together with copies of three recent testimonials, must be forwarded as early as possible.

Canvassing either directly or indirectly will disqualify.

Town Hall, Burnley. C. V. THORNLEY, Town Clerk. (633)

METROPOLITAN BOROUGH OF POPLAR
APPOINTMENT OF TUBERCULOSIS VISITOR

Applications are invited for the appointment of **Tuberculosis Visitor.**

The salary and conditions of service will be in accordance with the recommendations of the Rushcliffe Committee. Applicants must be fully qualified Nurses and have had previous experience in the treatment of tuberculosis at a sanatorium or at a tuberculosis dispensary and must hold either:

(*a*) The Health Visitor's Certificate of the Royal Sanitary Institute, as prescribed by the Ministry of Health; or
(*b*) The Certificate for Health Visitors prescribed by the Board of Education Regulations, 1919.

Although the duties are primarily in connection with tuberculosis, the person appointed may be required to undertake maternity and child welfare work if necessary.

The successful candidate will be required to pass a medical examination and to contribute to the Council's Superannuation Fund.

Forms of application may be obtained from my office upon receipt of a stamped foolscap envelope and must be returned together with a letter of application and copies of three recent testimonials, in an envelope endorsed "Tuberculosis Visitor" so as to reach me not later than 9 a.m. on Wednesday, 6th November, 1946.

Applicants to whom the Central of Engagement Order applies must enclose a letter from their Ministry of Labour Appointment Officer.

Canvassing members or officers of the Council in any form will disqualify.

Poplar Town Hall, Bow Road, E.3. S. A. HAMILTON, Town Clerk. October 3rd, 1946. (685)

CITY AND COUNTY OF BRISTOL
DEPARTMENT OF PUBLIC HEALTH

Applicants are invited for appointments as **Domiciliary Municipal Midwives** (District and Relief) at a salary in accordance with the Report of the Midwives Salaries Committee.

Candidates must be S.R.N. and S.C.M. Suitable applicants will have the opportunity of gaining experience in the training of Pupil Midwives.

The appointments are subject to medical examination and to the provisions of the Local Government Superannuation Act.

Applications, on forms to be obtained from the undersigned, should be returned forthwith.

Kenwith Lodge, Westbury Park, Bristol, 6. R. H. PARRY, Medical Officer of Health. (858)

CITY AND COUNTY OF BRISTOL
DEPARTMENT OF PUBLIC HEALTH

Applications are invited for the appointment of **Health Visitors** and **School Nurses.**

Applicants must be State-registered Nurses and must possess the Health Visitor's Certificate of the Royal Sanitary Institute.

Appointments will be subject to the Local Government Superannuation Act, 1937, and successful candidates will be required to undergo a medical examination. Salary and conditions of service will be in accordance with the Second Report of the Nurses Salaries Committee.

Canvassing will disqualify.

Applications on forms to be obtained from the undersigned, should be returned forthwith.

Kenwith Lodge, Westbury Park, Bristol, 6. R. H. PARRY, Medical Officer of Health, (860)

CORPORATION OF WILLESDEN
APPOINTMENTS OF WHOLE-TIME HEALTH VISITORS

Applications are invited for appointments as **Health Visitors.** The salary will be in accordance with the Rushcliffe Scale. Candidates must be State Registered General Nurses holding the certificate of Part 1 of the Central Midwives Board Examination and the Health Visitor's Certificate issued by the Royal Sanitary Institute.

The appointment is terminable by one month's notice on either side, is subject to the provisions of the Local Government Superannuation Act, 1937, to the regulations governing officers of the Council and to satisfactory medical examination.

Application forms may be obtained from the Medical Officer of Health, Health Department, 54, Winchester Avenue, Kilburn, N.W.6. to whom they must be returned not later than Saturday, November 9th, 1946.

All communications must be marked "Health Visitor" on the outside of the envelope.

Town Hall, Dyne Road, Kilburn, N.W.6. W. T. PIRIE, Town Clerk. (547)

COUNTY BOROUGH OF SOUTH SHIELDS
PUBLIC HEALTH DEPARTMENT
APPOINTMENT OF HEALTH VISITOR

Applications are invited for the appointment of a **Health Visitor**: salary in accordance with the terms of the Second Rushcliffe Report, namely £330 per annum rising by annual increments of £15 to a maximum of £435 (commencing salary in accordance with length of previous service), together with uniform allowance of £12 per annum.

The appointment will be temporary. The appointment will be subject to the provisions of the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination.

The successful candidate must possess the Health Visitor's Certificate of the Royal Sanitary Institute or have been approved as a Health Visitor by the Ministry of Health.

Forms of application and particulars of duties may be obtained from the Medical Officer of Health, Stanhope Road, South Shields, and applications marked "Health Visitor" should be received by the undersigned not later than October 25th, 1946.

Town Hall, South Shields. HAROLD AYREY, Town Clerk. (549)

COUNTY BOROUGH OF SOUTH SHIELDS
MIDWIFERY SERVICE

Applications are invited for the appointment of a full-time **Municipal Midwife.** Salary as laid down in the Rushcliffe Committee's Report: £330 per annum rising to £435 per annum (commencing salary in accordance with previous experience). A uniform allowance of £12 per annum together with drugs, dressings, appliances, telephone and travelling expenses will be provided by the Council.

Further particulars and forms of application may be obtained from Dr. W. Campbell Lyons, Medical Officer of Health, Stanhope Road, South Shields, to whom all applications, accompanied by copies of two recent testimonials should be sent.

Canvassing of members of the Council or Chief Officers of the Council or Deputy Chief Officers will disqualify the candidate for appointment.

HAROLD AYREY, Town Clerk. (550).

SALOP COUNTY COUNCIL

Health Visitors are required to carry out duties in connection with the School Medical Maternity and Child Welfare and Tuberculosis Services and the ascertainment and supervision of Mental Defectives.

Applicants must be general trained nurses, and must possess the qualifications required by the Local Government (Qualification of Medical Officers and Health Visitors) Regulations, 1930-33.

The salary will be in accordance with the Rushcliffe Committee's Report; an allowance for uniform is payable, and travelling expenses are paid in accordance with the Council's scale.

The appointment is subject to the provisions of the Local Government Superannuation Act, 1937, and successful candidates will be required to pass a medical examination.

Application forms and conditions of appointment may be obtained from the County Medical Officer of Health, County Health Offices, College Hill, Shrewsbury to whom they should be returned as soon as possible, together with copies of three recent testimonials.

Shirehall, Shrewsbury. July, 1946. G. C. GODBER, Clerk of the County Council. (x111)

METROPOLITAN BOROUGH OF POPLAR
APPOINTMENT OF HEALTH VISITOR

Applications are invited for the appointment of **Health Visitor** (Maternity and Child Welfare).

The salary and conditions of service will be in accordance with the recommendations of the Rushcliffe Committee. Applicants must be fully qualified Nurses and must hold the Certificate of the Central Midwives' Board and either:

(*a*) The Health Visitor's Certificate of the Royal Sanitary Institute, as prescribed by the Ministry of Health; or
(*b*) The Certificate for Health Visitors prescribed by the Board of Education Regulations, 1919.

The successful candidate will be required to pass a medical examination and to contribute to the Council's Superannuation Fund.

Forms of application may be obtained from my office upon receipt of a stamped, addressed foolscap envelope and must be returned together with a letter of application and copies of three recent testimonials, in an envelope endorsed "Health Visitor" so as to reach me not later than 9 a.m. on Wednesday, November 6th, 1946.

Applicants to whom the Control of Engagement Order applies must enclose a letter from their Ministry of Labour Appointments Officer.

Canvassing members or officers of the Council in any form will disqualify.

Poplar Town Hall, Bow Road, E.3. S. A. HAMILTON, Town Clerk. October 5th, 1946. (811)

WANDSWORTH BOROUGH COUNCIL
APPOINTMENT OF TUBERCULOSIS HEALTH VISITOR

Applications are invited for the appointment of a full-time **Tuberculosis Health Visitor** in the Public Health Department of the Council.

Candidates must be between 25 and 35 years of age, and must, prior to April 1st, 1930, have held the appointment of Tuberculosis Visitor with the approval of the Minister of Health, or have obtained the Health Visitor's Certificate issued by the Royal Sanitary Institute under conditions approved by the Minister of Health, or the Diploma issued under the Board of Education (Health Visitors' Training) Regulations, 1919, or be a fully trained Nurse, and have had at least three months special experience at a Sanatorium or Hospital for the treatment of Tuberculosis, or at a Tuberculosis Dispensary.

Salary in accordance with the Rushcliffe scale, at present £300 per annum, rising by £10 annually to £390 p.a. (A new scale is under consideration.)

The appointment will be determined by one months' notice on either side, and will also be subject to the candidate passing a medical examination to the satisfaction of the Council, and to the provisions of the Wandsworth Borough Council (Superannuation) Acts, 1909 to 1940.

Applications on forms supplied, accomplished by *copies only* of not more than three testimonials, and endorsed "Appointment of Tuberculosis Health Visitor," are to be delivered at this office not later than October 23rd, 1946, addressed to the Town Clerk, Municipal Buildings, Wandsworth, S.W.18.

Municipal Buildings, Wandsworth, S.W.18. R. H. JERMAN, Town Clerk. (835)

HEREFORDSHIRE COUNTY NURSING ASSOCIATION

Additional Assistant Superintendent needed. Combined duties undertaken and Health Visitor's Certificate essential. Pension, Local Government or F.S.S. Motorist or willing to learn.

Health Visitors Training. Queen's Nurse Midwives offered course of training in London. All expenses paid plus holiday allowance. Non Queen's Nurses accepted, but required to take Queen's training.

Emergency Staff. Queen's Nurse Midwives, Health Visitor's Certificates urgently needed. Motorist or willing to learn. Allowance for own car if desired. Board and lodging 30/-. Headquarters at residential club, beautiful surroundings, every facility for storing personal luggage and clothes, enjoying days off, etc.

Herefordshire. Queen's Nurse Midwives required for rural areas. Combined duties. Motorists or willing to learn. Allowance for own car if desired. Health Visitors Certificate desirable. Regular off-duty. Full particulars, County Nurse Superintendent, County Health Department, 35, Bridge Street, Hereford. (909)

COUNTY BOROUGH OF BRIGHTON
HEALTH VISITOR

Applications are invited for the above appointment from candidates who are S.R.N. and S.C.M. and who possess the Health Visitor's Certificate.

Salary in accordance with the recommendations of the Nurses Salaries Committee (Rushcliffe) together with uniform and travelling expenses.

The appointment is subject to the provisions of the Local Government Superannuation Act, 1937, and to the selected candidate passing a satisfactory medical examination.

Further particulars of the appointment and form of application may be obtained from the undersigned to whom the application should be sent not later than October 21st, 1946.

RUTHERFORD CRAMB, Medical Officer of Health.

Royal York Buildings, Brighton, 1. (1041)

For early insertion, all advertisements should be sent to the Manager, "Nursing Times," Messrs. Macmillan & Co., Ltd., St. Martins Street, London, W.C.2

CITY OF BIRMINGHAM
PUBLIC HEALTH DEPARTMENT

Applications are invited for the appointment of domiciliary **Midwife** in the City Midwifery Service.

Applicants should give particulars of training and experience and applications should be accompanied by three names for reference.

Successful candidates will required to pass a **medical** examination and to contribute to The Superannuation Scheme under the Local Government Superannuation Act.

Application forms may be obtained from the Medical Officer of Health, Council House, Birmingham, 3 and should be returned to him. (x168)

PENYBONT RURAL DISTRICT COUNCIL
APPOINTMENT OF HEALTH VISITOR

The above Council invite applications for the above post. Candidates must:—

(i) Be under 45 years of age.
(ii) Have had training in a fever hospital and experience in diphtheria immunisation.
(iii) Either (*a*) have prior to April 1st, 1930, held an appointment as Health Visitor with the approval of the Minister of Health, or
(*b*) Have obtained the Health Visitor's certificate issued by the Royal Sanitary Institute under conditions approved by the Minister of Health or
(*c*) Have obtained the diploma issued under the Board of Education (Health Visitor's Training) Regulations, 1919, or
(*d*) Have obtained the Health Visitors' Certificate issued by the Royal Sanitary Association of Scotland under conditions approved by the Department of Health for Scotland.

Preference will be given to women who are fully trained and State-registered nurses and hold the certificate of the Central Midwives Board.

The person will be required to:—

(1) Devote the whole of her time to the duties of her office.
(2) To reside in the Penybont Rural District.
(3) To work under the supervision of the Medical Officer of Health.

The salary will be in accordance with the terms and conditions of the Rushcliffe Report, and in addition all actual and necessary travelling expenses will be paid.

The appointment will be subject to one month's notice on either side.

Forms of application can be obtained from me at the address below.

Applications endorsed "Health Visitor" accompanied by copies of three recent testimonials, to be received by me at the address below not later than 21 noon on Friday, November 1st, 1946

By Order,
Penybont Offices, W. E. Bevan,
Coity Road, Bridgend, Glam. Clerk.
October 8th, 1946. (844)

GLOUCESTERSHIRE COUNTY COUNCIL
DEPUTY SUPERINTENDENT HEALTH VISITOR

Gloucestershire County Council invite applications for the appointment of **Deputy Superintendent Health Visitor.** Salary and conditions of service will be in accordance with the Rushcliffe scale. Candidates must be State-registered Nurses, State Certified Midwives (or hold Part I Midwifery Certificate under the new regulations) and hold the Health Visitors Certificate.

The appointment will be subject to the provisions of the Local Government Act, 1937, and the successful candidate must pass a medical examination.

Forms of application and particulars of duties can be obtained from the County Medical Officer of Health, 18, Berkeley Street, Gloucester.

Applications to be received not later than November 4th, 1946. Canvassing will disqualify.

GUY H. DAVIS,
Shire Hall, Clerk of the County Council.
Gloucester. (856)

WEST SUFFOLK COUNTY COUNCIL

A **Health Visitor** is required to carry out duties in connection with the School Health, Maternity and Child Welfare and Tuberculosis Services.

The qualifications prescribed by the Ministry of Health are essential.

Salary according to the Rushcliffe scale, and car allowance according to County scale.

The appointment will be subject to the Local Government Superannuation Act, and the successful candidate will be required to pass a medical examination.

Apply to the County Medical Officer, Westgate House, Westgate Street, Bury St. Edmund's. (906)

COUNTY OF LINCOLN — PARTS OF LINDSEY
PUBLIC HEALTH DEPARTMENT

Applications are invited for the undermentioned posts. Salaries and conditions in accordance with Rushcliffe Scale.

(a) Four **Health Visitors;**
(b) **Infectious Diseases Nurse.**

Forms of application are obtainable from the undersigned, to whom they should be returned, when completed, together with copies of not more than three recent testimonials, to reach him as soon as possible.

County Offices. W. S. H. CAMPBELL.
Lincoln. County Medical Officer. (967)

SURREY COUNTY COUNCIL

Applications are invited for the following appointments. Salaries and conditions for all appointments will be in accordance with the recommendations contained in the appropriate Reports of the Rushcliffe Committee.

DORKING COUNTY HOSPITAL, Horsham Road, Dorking.
DEPARTMENT MIDWIFERY SISTER (Non-Training Institution). Candidates should be S.R.N., S.C.M. and have exp. as Midwifery Sister. Salary scale £190 x £10 - £290 p.a., plus £120 emols.

REDHILL COUNTY HOSPITAL, Earlswood Common, Redhill.
ST. HELIER COUNTY HOSPITAL, Carshalton.
ASST. SISTER TUTORS.
Candidates must be qualified Sister Tutors. Salary Grade £200 x £10—£250 p.a., plus emols., valued at £120 p.a. Applications will also be considered from unqualified Sister Tutors intending to complete course of training later.

KINGSTON COUNTY HOSPITAL, Wolverton Avenue, Kingston-on-Thames.
DEPUTY SUPT. MIDWIFE & DEPUTY MIDWIFERY TEACHER. Candidates must hold approved Midwifery Teachers' Cert. Sal. grade £230 x £10 - £280 plus emols. valued at £120 per annum.

REDHILL COUNTY HOSPITAL, Earlswood Common, Redhill.
DEP. MIDWIFERY SISTER. Candidates should hold approved Midwifery Teacher's Certificate. Salary grade £230 x £10 - £290 p.a., plus emoluments valued £120 p.a.
NIGHT SUPERINTENDENT. Candidates must be S.R.N. and have had nursing administrative exerience. Salary grade, £130 by £10 to £180 per annum, plus £40 allowances and full residential emoluments.

EPSOM COUNTY HOSPITAL, Dorking Road, Epsom.
NIGHT SUPERINTENDENT. Salary and conditions as above.

The salary scales will be revised in acc. with recent Rushcliffe recommendations.

Applications should be made to the County Medical Officer, County Hall, Kingston-on-Thames. (1078)

SHIPLEY URBAN DISTRICT COUNCIL
APPOINTMENT OF HEALTH VISITOR AND SCHOOL NURSE

The Council invite applications for the appointment of **Health Visitor** and **School Nurse.** Candidates must hold the Health Visitor's Certificate. The salary and conditions of service will be in accordance with the appropriate section of the Rushcliffe Report. Application forms are obtainable from Dr. E. D. Irvine, Medical Officer of Health, Town Hall, Shipley, to whom they should be returned as soon as possible.

HAROLD S. HASLAM,
Clerk of the Council. (675)

BERKSHIRE COUNTY COUNCIL
WINDSOR EMERGENCY HOSPITAL

Applications are invited for the following appointments: Assistant Nurses. Salaries and conditions are in accordance with the Ministry of Health C.N.R. regulations or the Rushcliffe recommendations.

Apply in writing to the County Public Assistance Officer, 3 Abbot's Walk, Reading. (1062)

MIDDLESEX COUNTY COUNCIL

Tuberculosis Visitor required for REDHILL CHEST CLINIC. Candidates must be fully trained nurses with special experience in tuberculosis work. Rushcliffe scale salary. Established and pensionable staff, subject to medical examination. Written applications, stating age, qualifications, experience, with copies of up to three recent testimonials to the Undersigned by November 2nd, 1946.

C. W. RADCLIFFE,
Guildhall, Clerk of the County Council.
Westminster, S.W.1 (A.545). (1046)

QUEEN'S INSTITUTE OF DISTRICT NURSING

Applications are invited for the post of **Inspector** for London area.

Experience in training of candidates essential—preferably also of pupil midwives. H.V. certificate desirable. Motorist. F.S.S.

Apply Gen. Secretary, Q.I.D.N., 57 Lower Belgrave Street, London, SW.1. (1086)

LANCASHIRE COUNTY COUNCIL
SCHOOL MEDICAL AND CHILD WELFARE DEPARTMENT

Applications are invited from women posessing suitable qualifications for the combined post of **School Nurse and Health Visitor.**

Candidates must not be over 40 years of age and must be State Registered Nurses, holding the Certificate of the C.M.B., and the Health Visitors' Certificate of the R.S.I.

Salary according to revised recommendations of the Nurses' Salaries Committee of the Ministry of Health, together with subsistence allowance and travelling expenses on the County Scale.

Forms of application, together with further particulars, can be obtained from the County Medical Officer of Health, School Medical Department, County Offices, Preston, and to whom they should be returned, together with copies of two recent testimonials, not later than November 2nd, 1946.

R. H. ADCOCK,
Clerk of the County Council. (940)

BOROUGH OF TWICKENHAM
APPOINTMENT OF MUNICIPAL MIDWIFE

Applications are invited for the appointment of a **domiciliary Municipal Midwife.** Preference will be given to applicants who are State-registered Nurses and State Certified Midwives.

The salary and conditions of service will be in accordance with the recommendations contained in the Report of the Midwives Salaries Committee. Twickenham is within the Metropolitan Police District.

The appointment will be subject to the provisions of the Local Government Superannuation Act, 1937, and the successful candidate will be required satisfactorily to pass a medical examination.

Applications, stating age, qualifications and experience, accompanied by two recent testimonials, should be addressed to the Medical Officer of Health, Public Health Department, High Street, Teddington, Middlesex, as soon as possible.

Canvassing either directly or indirectly will disqualify.

W. H. HONES,
Municipal Offices, Town Clerk.
Twickenham.
September 24th, 1946. (896)

HOSPITAL AND OTHER VACANCIES
14/- per inch, minimum charge 10/-.

BOROUGH OF SCARBOROUGH
BOROUGH INFECTIOUS DISEASES HOSPITAL

Applications are invited for the position of **Matron** of The Corporation Hospital for Infectious Diseases (34 beds). Candidates must be general and fever trained, and it will be an advantage if applicants have had experience in Hospital administration.

The appointment is subject to the Local Government Superannuation Act, 1937, and the successful candidate will be required to undergo a medical examination. Salary will be in accordance with the Nurses Salaries Committee (the Rushcliffe Report).

Applications, endorsed "Matron," stating age, qualifications and previous experience, accompanied by copies of three recent testimonials, should be received by the undersigned, not later than Saturday, October 26th, 1946.

Town Hall, J. STOKOE,
Scarborough. Medical Officer of Health. (545)

WILLESDEN GENERAL HOSPITAL
HARLESDEN ROAD, LONDON, N.W.10.
(136 Beds—Training School for Nurses)

Applications are invited for the post of **Matron,** vacant 31/12/46. Candidates must be S.R.N., unmarried or widows, and not less than 30 nor more than 45 years of age.

Salary and conditions of service in conformity with the Rushcliffe recommendations; F.S.S., and full residential emoluments.

Applications, stating age, full particulars of training, qualifications and experience, together with copies of three recent references, to be received by the undersigned not later than 31/10/46.

JOHN N. DRAKE,
Secretary. (757)

BRADFORD ROYAL INFIRMARY

(498 Beds)

Assistant Sister Tutor required for Preliminary Training School. Rushcliffe Scale. F.S.S. in force.

Apply Lady Superintendent. (990)

ST. JOHN'S SCHOOL, TIFFIELD
TOWCESTER, NORTHANTS

Applications are invited for the post of **Matron** of this Intermediate Home Office Approved School, which provides accommodation for 110 boys 13—17 years of age.

Applicants should hold a nursing qualification and have had experience in dealing with children and in clothing and catering for large numbers. The Matron will be responsible to the Headmaster for the supervision of the domestic staff.

Salary £185 x £10 to £235. Full residential emoluments. Home Office Superannuation Scheme. Further particulars and form of application sent by the Headmaster on receipt of stamped addressed foolscap envelope.

Applications are also invited for the post of **Assistant Matron** at this School. Salary £225 x £10 to £275 per annum.

Applicants should have a good working knowledge of Home Nursing and First Aid with ability to assist the Matron in the supervision of domestic staff, issue of stores, etc. Full board residence, 2 private rooms (furnished), laundry, medical attention, etc., for which a deduction of £78 per annum is made.

Further particulars and form of application sent by the Headmaster on receipt of stamped addressed foolscap envelope. (699)

BOROUGH OF EALING
MATRON FOR DAY NURSERY

Applications are invited for the position of **Matron** of a Day Nursery for children under five years of age.

Applicants must be either a State-registered Nurse or a State-registered Children's Nurse, and must have had experience in the care of children under five. Salary, £280 rising by annual increments of £15 to £385, followed after one year at £385 by a further increment of £5, less £20 for meals provided.

Copies of application form and terms of appointment can be obtained from Dr. Thomas Orr, Medical Officer of Health, Town Hall, Ealing, W.5, to whom applications, accompanied by copies of not more than three recent testimonials, should be submitted.

E. J. COPE-BROWN,
Town Hall, Town Clerk.
Ealing, W.5. (834)

KING'S COLLEGE HOSPITAL
DENMARK HILL, S.E.5

The Committee of Management invite applications for the office of **Sister Matron.**

Candidates should preferably be between the age of 30 and 45. The appointment is entirely open.

Applications, stating age and full particulars of training, previous experience and qualifications are to be sent by October 31st, 1946 to the undersigned, from whom further particulars of the appointment may be obtained.

Selected candidates will be required to submit three testimonials to their qualifications.

S. W. BARNES,
House Governor. (1042)

NORTH DORSET JOINT HOSPITAL BOARD
VINE HOUSE ISOLATION HOSPITAL, STURMINSTER NEWTON
(30 Beds)

Applications are invited for the following positions in the above Isolation Hospital:—

1 **Matron** (S.R.N.).
1 **Sister** (S.R.N. or Fever Trained).
1 **Staff Nurse** (Fever Trained).
2 **Probationer-Assistant** or **Assistant Nurses.**

Salaries and conditions of service are in accordance with the latest amendments of the Rushcliffe Scale.

Applications, stating age, training and experience, with copies of recent testimonials, should be enclosed in an envelope endorsed "Nursing Staff" and be forwarded to the Medical Officer of Health, Council Offices, Bimport, Shaftesbury, Dorset.

Council Offices, E. J. FREEMAN,
South Street, Clerk to the North Dorset
Sherborne, Joint Hospital Board.
Dorset. (1072)

KENT COUNTY COUNCIL
PUBLIC ASSISTANCE DEPARTMENT
APPOINTMENT OF MATRON

BIDBOROUGH HALL NURSERY
BIDBOROUGH, NR. TUNBRIDGE WELLS
KENT

Applications are invited from State Registered Nurses or Nurses on the Supplementary part of the State Register for Sick Children's Nurses for the appointment of **Matron** at the Bidborough Hall Nursery. The Nursery is a training establishment and has accommodation for 36 children. The salary attached to the appointment, which is in accordance with the recommendations of the Nurses' Salaries (Rushcliffe) Committee, is on the scale £170 by £15 to £260 a year with emoluments valued at £120 a year. The commencing salary will be in accordance with previous experience.

Applications should be addressed to the Public Assistance Officer, County Hall, Maidstone, from whom application forms can be obtained.

W. L. PLATTS,
Clerk of the County Council. (953)

MIDDLESEX COUNTY COUNCIL

Matron reqd. for day nursery in Hayes area. Appointment temporary, unestablished. Must be State Registered Nurse with previous nursing experience. Salary according to Rushcliffe scale. Applications (forms not provided) stating age, nationality, qualifications and experience with copies of not more than three recent testimonials to the undersigned by October 30th. State relationship to any member or officer of the Council. Endorse envelope "Day Nursery." Canvassing, directly or indirectly, will disqualify.

Middlesex Guildhall, Westminster. C. W. RADCLIFFE. Clerk of the County Council. S.W.1. (A.527). (960)

BUCKS COUNTY COUNCIL
TINDAL HOUSE GENERAL HOSPITAL, AYLESBURY, BUCKS.

(256 Beds)

Applications invited for the post of **Matron.** Salary and condition of service in accordance with the Rushcliffe Scale.

Application forms may be obtained from County Medical Officer of Health, County Offices, Aylesbury, Bucks., to whom completed forms should be returned by November 11th, 1946. (1081)

METROPOLITAN HOSPITAL
KINGSLAND ROAD, LONDON, E.8

Catering Officer required to take charge of both patients' and staff's diets. The person appointed should preferably be a qualified dietitian and a knowledge of Jewish diets will be an advantage. Salary will be in accordance with qualifications and experience. Applications giving full details of training and experience should be addressed to the undersigned within one week of the appearance of this advertisement.

FRANK CHAMBERS,
House Governor. (848)

KENT COUNTY COUNCIL
COUNTY HOSPITAL, PEMBURY
NR. TUNBRIDGE WELLS

PART II MIDWIFERY TRAINING SCHOOL

Applications are invited for the appointments of **Superintendent Midwife** and **Deputy Superintendent Midwife** for the Maternity Unit at the above hospital.

Applications, stating age, qualifications, possession of Midwifery Teachers' Certificate and experience in the teaching of pupil midwives.

Salary according to service within the appropriate Rushcliffe scale.

Superintendent Midwife—£280-£340 a year by £15 increments.

Deputy Superintendent Midwife—£230-£280 a year by £10 increments.

Full residential emoluments. Uniform. Superannuation. Medical examination necessary.

Applications, stating age, qualifications, experience and the names and addresses of two responsible persons to whom reference may be made as to professional ability to be forwarded to the Matron of the Hospital by October 29th, 1946.

County Hall, Maidstone. W. L. PLATTS. Clerk of the County Council. October 10, 1946. (945)

WILTS COUNTY HOSPITAL, DEVIZES

Applications are invited for the post of **Social Worker** for the above Hospital. Salary as recommended by the Joint Negotiating Committee (Hospital Staffs).

Applications, giving age, details of experience and accompanied by not less than two testimonials and the names of two referees to be sent to the Medical Superintendent, Wilts County Hospital, Devizes. (974)

QUEEN'S INSTITUTE OF DISTRICT NURSING. EAST LONDON NURSING SOCIETY
(KEY TRAINING HOME)

Superintendent required. Must have H.V. Cert. General nursing and midwifery. Apply Nursing Superintendent, Q.I.D.N., 57 Lower Belgrave Street, London, S.W.1. (1067)

QUEEN'S INSTITUTE OF DISTRICT NURSING. LINCOLNSHIRE (LINDSEY) C.N.A.

Superintendent required. Applicants must have organising ability and have had good experience in County work. Own living arrangements. Motorist, car provided. Rushcliffe Scale salary and F.S.S. Apply Nursing Superintendent, Q.I.D.N., 57 Lower Belgrave Street, London, S.W.1. (1068)

QUEEN'S INSTITUTE OF DISTRICT NURSING. KETTERING, NORTHANTS D.N.A.

Superintendent required. General nursing and midwifery undertaken. Motorist. Car provided. Comfortable Home. Apply Nursing Superintendent, Q.I.D.N., 57 Lower Belgrave Street, London, S.W.1. (1069)

QUEEN'S INSTITUTE OF DISTRICT NURSING. SOUTHWARK DISTRICT NURSING ASSOCIATION
(Associate Training Home)

Superintendent required (normal staff 6). General work only undertaken. Rushcliffe Scale salary. F.S.S. Apply Nursing Superintendent, Q.I.D.N., 57 Lower Belgrave Street, London, S.W.1. (1063)

CITY AND COUNTY OF BRISTOL

DEPARTMENT OF PUBLIC HEALTH

Applications are invited for the following appointments (Rushcliffe salaries and holidays):—

SOUTHMEAD GENERAL HOSPITAL
(AND OBSTETRIC SCHOOL FOR BRISTOL UNIVERSITY)
(675 Beds)

Superintendent Paediatric Sister (including Premature Baby Unit). Candidates must be State Registered Nurses and State Certified Midwives. The possession of the Midwife Teacher's Certificate, S.R.C.N. or experience with premature infants will be regarded as additional qualifications. Salary £220 x £10 x £270 per annum, plus residential emoluments.

Ward Sisters.

Staff Midwives (facilities for obtaining Midwife Teacher's Certificate at Bristol University).

Staff Nurses (including Staff Nurses for Premature Baby Unit).

SNOWDON ROAD HOSPITAL, BRISTOL
(283 Beds—Chronic Sick and T.B.)

Ward Sister.

Staff Nurses.

Assistant Nurses.

HAM GREEN INFECTIOUS DISEASE HOSPITAL AND SANATORIUM
(500 Beds)

Sister Tutor (qualified). Salary £230 x £10 x £280 per annum.

Staff Nurses (S.R.N. for fever training and also for Sanatorium).

Assistant Nurses for Sanatorium.

Student Nurses—two years' fever training. Age not less than 17½ years. Successful candidates eligible to take two years' general training at Southmead Municipal General Hospital for S.R.N. Posts, unestablished, superannuable.

CHARTERHOUSE ON MENDIP HOSPITAL
(INFECTIOUS DISEASE AND T.B.)
NR. BLAGDON, SOMERSET
(107 Beds)

Night Sister—Salary £155 x £10 x £205.

Ward Sister.

Staff Nurses for Sanatorium.

Assistant Nurses for Sanatorium.

FRENCHAY GENERAL HOSPITAL
(in course of development and at present accommodating special thoracic unit and chronic sick).

Ward Sister—for chronic sick.

Staff Nurses for chronic sick and surgical thoracic unit (T.B. and non-T.B.).

Assistant Nurses (for Thoracic unit and chronic sick).

FRENCHAY PARK SANATORIUM
FRENCHAY, BRISTOL
(106 Beds for T.B. children, medical and surgical).

Night Sister. Salary £165 x £10 x £215 plus a service allowance of £20 after 10 years' service as a Ward Sister.

Departmental Sister, Theatre.—Duties include Plaster, X-ray and Sunlight. Salary £150 x £10 x £200 plus a service allowance of £20 after 10 years' service as a Ward Sister.

Staff Nurses. **Assistant Nurses.**

Student Nurses. Age not less than 17 years. Two years' orthopaedic training.

Successful candidates eligible to take two years' general training at Southmead Municipal General Hospital for S.R.N. Posts unestablished, superannuable.

MORTIMER HOUSE MATERNITY HOSPITAL, BRISTOL
(35 Beds)

Staff Midwives.

RESIDENTIAL NURSERIES

DOWNEND & FRENCHAY NURSERIES & TRAINING COLLEGE
(150 Children)

Deputy Matron for Unit—Salary £170-£240 per annum.

Sisters—S.R.N. or S.R.C.N.

Nursery Nurses—Salary £90 x £5 x £120 with a further increment of £5 every 2 years to £160 p.a., plus residential emoluments valued at £100 p.a.

NORE HOUSE RESIDENTIAL NURSERY, PORTISHEAD, SOM.
(30 Children)

Deputy Matron—Salary £120 x £10 x £190

Nursery Nurses. Salary £90 x £5 x £120 with further increments of £5 every 2 years to £160 p.a., plus residential emoluments valued at £100 p.a.

The appointments will be subject to medical examination and to the provisions of the Local Government Superannuation Act, 1937.

Applications on forms to be obtained from the undersigned, or the Matrons of the respective hospitals, should be submitted forthwith.

Kenwith Lodge, Westbury Park, Bristol, 6.

R. H. PARRY.
Medical Officer of Health. (857)

QUEEN'S INSTITUTE OF DISTRICT NURSING, MIDDLESBROUGH D.N.A., YORKSHIRE

Superintendent required. Must have had administrative experience under the Institute and have organising ability. General work only undertaken. Cyclist.

Assistant Superintendent also required. Apply Nursing Superintendent, Q.I.D.N., 57 Lower Belgrave Street, London, S.W.1. (1064)

QUEEN'S INSTITUTE OF DISTRICT NURSING. CHELTENHAM D.N.A. GLOUCESTERSHIRE

Queen's Sister required as **Assistant Superintendent** and as Sister-in-Charge of small Maternity Ward. Part II Midwifery Training School. Health Visitor's or Midwife Teacher's Certificate essential. Salary in accordance with Rushcliffe Scale. Apply Nursing Superintendent, Q.I.D.N., 57 Lower Belgrave Street, London, S.W.1. (1065)

QUEEN'S INSTITUTE OF DISTRICT NURSING. BRIGHTON & HOVE D.N.A.

Superintendent required for Brighton which is a Key Training Home. Applicants must have had a wide experience under the Institute and have organising ability. H.V. Certificate essential. Motorist. Applications to be received not later than October 28th. Apply Nursing Superintendent, 57 Lower Belgrave Street, London, S.W.1. (1066)

WILLESDEN DISTRICT NURSING ASSOCIATION

Assistant Superintendent required for Key Training Home, with good general and midwifery experience. Health Visitor's Certificate required. Apply Supt., W.D.N.A., 17-19 Park Avenue, N.W.2. (x47)

NUNEATON GENERAL HOSPITAL
(110 Beds)

Assistant Matron-Sister Tutor required, preferably a qualified Tutor. The Hospital participates in a Central Preliminary Training School. Rushcliffe salary and hours. F.S.S.N. in force. Applications, stating age, training and experience to be sent to Matron. (x171)

HERTFORDSHIRE COUNTY COUNCIL
WELLHOUSE HOSPITAL, BARNET, HERTS.
(600 Beds)

Food Supervisor required to take full charge of catering. Must be a trained dietitian. Salary £330 p.a., rising £15. annually to £375 p.a., plus current war bonus, £24.1 p.a. Less residential emoluments valued at £120 p.a.

The appointment will be subject to Local Government Superannuation Act, 1937, and to medical examination.

Apply to Matron with details of experience. (809)

WORCESTER COUNTY AND CITY MENTAL HOSPITAL, POWICK, NEAR WORCESTER

Applications are invited for the post of **Senior Assistant Matron.** Candidates must be State Registered in General Nursing and also to be State registered in Mental Nursing or hold the certificate of the Royal Medico-Psychological Association. Age not to exceed 35. The duties include those of Sister Tutor.

Salary in accordance with the Rushcliffe Scale, *viz.*: £300, rising by annual increments of £10 to £340, together with board, residence, laundry and uniform. The appointment is subject to the Asylums Officers' Superannuation Act, 1909.

For Form of Application apply to the Medical Superintendent. (704)

CITY OF GLOUCESTER

CITY GENERAL HOSPITAL, GREAT WESTERN ROAD

A MUNICIPAL HOSPITAL AND COMPLETE TRAINING SCHOOL FOR NURSES

Applications are invited for the posts of **Sister Tutor;** Temporary **Administrative Sister; Ward Sister** for Holiday Relief.

Resident or non-resident.

Salaries and conditions in accordance with the recommendations of the Rushcliffe Report.

Applications, together with name for reference, to be sent to the Matron. (969)

KENT COUNTY MENTAL HOSPITAL MAIDSTONE

Assistant Matron required at the above Hospital. Applicants must be State Registered General and Mental Nurses. Salary in accordance with the Rushcliffe Report, at present £280 per annum, rising by £10 to £320 with full residential emoluments. Application to be made to the Matron. (941)

COLLEGE OF S. MARK AND S. JOHN, KING'S ROAD, CHELSEA, S.W.10

Assistant Matron required in Teachers' Training College for 200 men students. Nursing qualifications and ability to help in general administration essential. Salary: £150 to £180 resident. Apply in writing, with copies of testimonials, to The Principal, College of St. Mark & St. John, King's Road, Chelsea, S.W.10. (579)

BANGOUR MENTAL HOSPITAL BROXBURN, WEST LOTHIAN

Assistant Matron required with General Training and Mental Certificates (G.N.C. or R.M.P.A.)

Home Sister required, S.R.N., Housekeeping experience an advantage.

Apply, with full particulars to Matron. (933)

ST. ANDREW'S HOSPITAL, THORPE NORWICH

Applications are invite for the post of **Senior Assistant Matron.** Candidates must be State registered in general nursing and also be State registered in mental nursing or hold the certificate of the Royal Medico-Psychological Association. The duties will include those of Sister Tutor. Salary in accordance with the Rushcliffe Scale, viz. £300 rising by annual increments of £10 to £340 together with the usual residential emoluments of £140. The appointment is subject to the Asylums' Officers Superannuation Act, 1909. Applications, stating age, qualifications, and experience to be sent to the Medical Superintendent (1000)

ROYAL NORTHERN HOSPITAL HOLLOWAY, N.7

Applications are invited for the post of **Assistant Matron.** Candidates must have held an appointmen as Ward Sister in a General Hospital. Preference will be given to those who have had experience in administrative nursing posts and who are also State Certified Midwives. Commencing total salary £405. per annum (including emoluments) in accordance with the Rushcliffe scale of salaries and conditions of service. Federated Superannuation Scheme in force. Applications, stating age, qualifications and experience, together with copies of three recent testimonials should be addressed to the undersigned from whom forms of application can be obtained.

GILBERT G. PANTER,
Secretary. (1038)

DEWSBURY & DISTRICT GENERAL INFIRMARY
(100 Beds)

Applications are invited for the post of **Assistant Matron** who will also act as Housekeeping Sister. Candidates must be State-registered Nurses with previous administrative experience and preferably a Housekeeping Certificate. Rushcliffe scale of salary and Federated Superannuation scheme in force. Applications stating age, qualifications and experience, together with copies of three recent testimonials, to be sent immediately to the Matron. (883)

COTFORD MENTAL HOSPITAL NEAR TAUNTON, SOMERSET
SENIOR ASSISTANT MATRON

Applications are invited for the above position. Candidates must be State-registered in general and mental nursing. Salary and conditions of service in accordance with Rushcliffe scale for Mental Nurses. The post is subject to the provisions of the Asylums Officers' Superannuation Act, 1909. A furnished flat is provided

Application in writing should be sent to the Medical Superintendent as soon as possible. (917)

KENT COUNTY COUNCIL
COUNTY HOSPITAL, FARNBOROUGH
NR. BROMLEY

(Approved Training School for Male and Female Student Nurses and Part I Midwifery)
(987 Beds)

Applications are invited for the appointment of **Deputy Matron.**

Qualifications required: S.R.N., S.C.M., and administrative experience in municipal hospitals which are training schools. Salary according to experience within the recently revised Rushcliffe scale £365 to £440 a year by £15 increments with full residential emoluments valued for superannuation purposes at £150 a year. Medical examination necessary. Superannuation.

Applications, stating age, qualifications, experience and the names and addresses of two responsible persons to whom reference may be made as to professional ability, to be sent to the County Medical Officer, County Hall, Maidstone, by October 29th, 1946.

County Hall, Maidstone. W. L. PLATTS. Clerk of the County Council. October 10th, 1946. (952)

DISTRICT MENTAL HOSPITAL INVERNESS

Junior Assistant Matron required. Applicants must be State-registered (General and Mental) and have administrative experience. Salary commencing at the rate of £200 per annum, with board, lodging, laundry and uniform. Appointment is subject to the terms of the Asylums' Officers' Superannuation Act (1909). Apply, stating age and experience, with copies of recent testimonials to the Medical Superintendent. (610)

BRACEBRIDGE HEATH HOSPITAL NEAR LINCOLN

Applications are invited for the appointment of **Deputy Matron** from persons who are both General and Mental certificated nurses.

Salary in accordance with Rushcliffe scales (based on 753 beds). The appointment is subject to the provisions of the A.O.S. Act, 1909, and the successful candidate will be required to pass a medical examination.

Applications, with full details of qualifications, age, previous experience, etc., and accompanied by names and addresses of three referees, should be addressed to, and reach, the Medical Superintendent, as early as possible. (978)

BEDFORDSHIRE & NORTHAMPTONSHIRE JOINT BOARD FOR THE MENTALLY DEFECTIVE

BROMHAM HOUSE COLONY, Nr. BEDFORD

Applications are invited for the post of **Deputy Matron.** Salary, conditions and qualifications as per Rushcliffe (Mental Nurses) revised scale for a hospital of under 330 beds. The successful applicant will be required to deputise for the matron in her absence and undertake the training of nurses.

Applications stating age, experience and qualifications, together with copies of recent testimonials (if available) or names of referees to be sent to the Medical Superintendent. (894)

PETERBOROUGH AND DISTRICT MEMORIAL HOSPITAL

Complete Training School for Male and Female Nurses approved by the General Nursing Council.

Second Sister Tutor required, preferably qualified—otherwise must have had some knowledge of teaching and Ward Sisters' experience. Salary, conditions of service, in accordance with the latest Rushcliffe recommendations. Apply, with full particulars, stating age, to the Matron. (600)

PONTYPOOL AND DISTRICT HOSPITAL PONTYPOOL, MON.

COMPLETE TRAINING SCHOOL

Applications are invited for the post of **Sister Tutor.** Salary in accordance with Rushcliffe scale. Apply, with full particulars, to the Matron. (603)

SWANSEA COUNTY BOROUGH SWANSEA MATERNITY HOSPITALS

APPOINTMENT OF MIDWIFERY TEACHER

Applications are invited for the post of **Midwifery Teacher.** Candidates must be State-registered Nurses, Certified Midwives, and hold the Teachers' Midwifery Certificate. Salaries, emoluments and conditions of service in accordance with the Report of the Rushcliffe Committee on Nurses Salaries.

The Hospital is approved for training for Part I of the Central Midwives Board examination.

Forms of application can be obtained from the Matron, Stouthall Maternity Hospital, Reynoldston, Gower.

The Guildhall, Swansea. T. B. BOWEN, Town Clerk. (607)

GRIMSBY CORPORATION HOSPITAL, SCARTHO, GRIMSBY

(For Infectious Diseases and Tuberculosis)

Sister Tutor. Candidates must be S.R.N. and R.F.N. Salary in accordance with the recommendations of the Rushcliffe Committee.

Applications to be addressed to the Matron. (617)

GLOUCESTERSHIRE ROYAL INFIRMARY

Qualified Assistant Sister Tutor required for Preliminary Training School. Application form from Matron, Royal Infirmary, Gloucester, from whom further particulars are also obtainable.

Staff Nurses required for Private and General Wards. Rushcliffe scales of salary. Application forms from Matron, Royal Infirmary, Gloucester. (623)

KING EDWARD VII HOSPITAL, WINDSOR

200 Beds

Applications are invited for the post of Qualified **Senior Sister Tutor.** Salary in accordance with the Rushcliffe Report. Federated Superannuation scheme in force. Apply, giving full particulars to Matron. (643)

COUNTY MENTAL HOSPITAL, MICKLEOVER, NEAR DERBY

Sister Tutor in sole charge required. Salary in accordance with the Rushcliffe scales.

Night Superintendent (female) required. Salary in accordance with the Rushcliffe scales.

Applications, giving age, qualifications and experience should be addressed to the Medical Superintendent. (644)

MIDDLESEX COUNTY COUNCIL

PUBLIC HEALTH DEPARTMENT

Applications are invited for the following appointments, Rushcliffe salary scales and service conditions. All posts "resident" as defined by Rushcliffe Reports; where marked * candidates may be "non-resident" if they wish; medical examination; established and pensionable, unless otherwise stated.

Forms and full particulars from Matron of Hospital where appointment required.

A. APPOINTMENTS GOVERNED BY FIRST REPORT OF NURSES' SALARIES COMMITTEE.

DEPUTY HOME SISTERS

Hillingdon County Hospital, near Uxbridge, Mx.
North Middlesex County Hospital, Edmonton, N.18.

ASSISTANT SISTER TUTOR

Redhill County Hospital, Edgware, Mx.—For Preliminary Training School; experience as ward sister essential.

NIGHT SISTERS (Working under Night Superintendent)

***Chase Farm Hospital, Enfield, Mx.**
***North Middlesex County Hospital, Edmonton, N.18.**
***Hillingdon County Hospital, near Uxbridge, Mx.**—Two required; must have experience as Ward Sister and preferably Part I of C.M.B. Certificate.

ASSISTANT NURSES

***Ashford County Hospital, Middlesex.**—For General Wards.
***Chase Farm Hospital, Enfield, Mx.**—Must be enrolled or have applied for enrolment.
***North Middlesex County Hospital, Edmonton, N.18.**—Must be enrolled or intermediate.
***Redhill County Hospital, Edgware, Mx.**—(a) For general wards; (b) for maternity wards. Must be enrolled.
***Middlesex County Maternity Hospital, Bushey Heath, Herts.**—Must be enrolled. Application forms, etc., from Matron of Redhill County Hospital, Edgware, Mx.
***Central Middlesex County Hospital, Park Royal, N.W.10.**—Must be enrolled or have applied for enrolment.
***Hillingdon County Hospital, near Uxbridge, Mx.**—WHOLE-TIME or PART-TIME when paid pro rata on non-resident scale. Must be enrolled.

B. APPOINTMENTS GOVERNED BY REPORT OF MIDWIVES' SALARIES COMMITTEE

SUPERINTENDENT MIDWIFE

Redhill County Hospital, Edgware, Mx.—Maternity Unit of 100 beds and large ante-natal dept.; Part I Training School. S.R.N. and S.C.M. and preferably Midwife Teacher's Certificate. Experience in organising and administering large maternity unit essential.

MIDWIFERY SISTERS (S.R.N. and S.C.M. essential)

***North Middlesex County Hospital, Edmonton, N.18.**

STAFF MIDWIVES (S.R.N. and S.C.M. essential)

***Central Middlesex County Hospital, Park Royal, N.W.10.**
***Hillingdon County Hospital, Nr. Uxbridge, Mx.**—WHOLE-TIME, or PART-TIME when paid pro rata on non-resident scale.
***North Middlesex County Hospital, Edmonton, N.18.**
***Redhill County Hospital, Edgware, Mx.**
***Middlesex County Maternity Hospital, Bushey Heath, Herts.**—Application forms, etc., from Matron, Redhill County Hospital Edgware, Mx.
***West Middlesex County Hospital, Isleworth, Mx.**

MIDWIFERY TRAINING

PUPIL MIDWIVES for Part I of C.M.B. Certificate

North Middlesex County Hospital, Edmonton, N.18.—Vacancies for 1.4.47 and 1.7.47.

West Middlesex County Hospital, Isleworth, Mx.—Vacancies for February and May, 1947.

Redhill County Hospital, Edgware, Mx.—Vacancies for May, 1947.

S.R.N.'s accepted for six months' training at above hospitals for Part I of C.M.B. examination. Training and certificate in obstetric analgesia also given. Successful candidates may proceed to further six months' course for Part II in other M.C.C. hospitals. Unestablished.

C. APPOINTMENTS GOVERNED BY REPORT OF MENTAL NURSES' SUB-COMMITTEE

DEPARTMENTAL SISTER—(Mental Observation Block)

***North Middlesex County Hospital, Edmonton, N.18.**—Must be S.R.N. and S.R.M.N.

Middlesex Guildhall, Westminster, S.W.1. (A.530).

C. W. RADCLIFFE, Clerk of the County Council. (1050)

WORCESTER ROYAL INFIRMARY

Assistant Sister Tutor required for Preliminary Training School. Candidates should be qualified or intending to take Sister Tutor's course.

Rushcliffe Scale of Salaries and F.S.S. in force. Apply to the Matron. (904)

STIRLING ROYAL INFIRMARY

Sister Tutor required immediately, preferably with Teaching Diploma. Wheatley Scale of Salaries and Superannuation Scheme in force. Apply with particulars to Matron. (x1008)

MEDICAL COLLEGE HOSPITALS CALCUTTA, INDIA

Sister Tutor required. State Registered, S.C.M. Ward Sister's experience essential. Preference will be given to Candidates who hold the Sister Tutor's Diploma or have had teaching experience. Salary commencing Rs.250/- per mensem (approximately £225 per annum) with quarters and full board. Provident Fund, and return passage. Three years agreement. Apply with full particulars of training and subsequent experience to the Lady Superintendent of Nursing. (961)

MANCHESTER CORPORATION MONSALL HOSPITAL FOR INFECTIOUS DISEASES

(600 Beds)

Sister Tutor (resident or non-resident). Candidates must be S.R.N. and R.F.N. Salary etc., in accordance with the recommendations of the Rushcliffe Committee. Manchester Corporation Superannuation Scheme.

Applications are to be addressed to the Matron at Monsall Hospital, Newton Heath, Manchester, 10, as soon as possible. (957)

WEST SUSSEX COUNTY MENTAL HOSPITAL (GRAYLINGWELL), CHICHESTER

Applications are invited for the post of **Sister Tutor** at the above-named Hospital. Candidates must hold Certificates for General and Mental Nursing. Teaching experience essential and Teaching Certificate or Diploma in Nursing desirable. Salary in accordance with the Rushcliffe scales of salaries for Mental Nurses. Applications, marked "Sister Tutor" accompanied by copies of three recent testimonials to be sent to the Medical Superintendent as soon as possible. (638)

BRADFORD ROYAL INFIRMARY

(498 Beds)

ASSISTANT MATRON

Applications are invited for the post of **Assistant Matron** of the above Hospital. Candidates should hold the S.R.N. and S.C.M. Certificates. They should have held the post of Ward Sister, preference being given to those with previous administrative experience

Salary in accordance with the Rushcliffe Scale.
The Federated Superannuation Scheme is in force.
Apply, with copies of recent testimonials to the Lady Superintendent. (939)

COUNTY BOROUGH OF SOUTH SHIELDS

GENERAL HOSPITAL

Applications are invited for the following appointments:—

GENERAL HOSPITAL — (480 Beds)

(a) **Junior Sister Tutor**—preferably holding Sister Tutor's Diplomas.
(b) **Staff Nurses**—S.R.N. and C.M.B.
(c) **Student Nurses.**

MATERNITY DEPARTMENT

(36 Beds—Modern Building)

(a) **Sister-in-Charge**—preferably with Midwifery Teachers' Certificate. (The Hospital is approved as a Part I Training School, and a Part II School is in course of preparation).
(b) **Pupil Midwives.**

Salaries and conditions for all appointments in accordance with the Rushcliffe Report. Superannuation Scheme in force.

Forms of application obtainable from and returnable to the Matron, General Hospital, South Shields.

HAROLD AYREY, Town Clerk. (805)

CITY OF STOKE-ON-TRENT CITY GENERAL HOSPITAL

(GENERAL AND PART I MIDWIFERY TRAINING SCHOOL)

PROPOSED EXTENSION OF MATERNITY UNIT

Applications are invited for the following appointments, to which Rushcliffe Scales of Salaries and Conditions of Service apply:

Midwifery Teacher. Midwife Teachers Certificate essential. Salary £270 per annum rising by £15 to £330.

Ante-Natal Ward Sister, S.R.N., S.C.M., Salary £180 per annum rising by £10 to £240 (plus £20 after 5 years and a further £20 at the end of 10 years.)

Night Sister. S.R.N., S.C.M., Salary £15 above Maternity Sister's Scale.

4 Staff Midwives. S.R.N., S.C.M., Salary £140 per annum, rising by £10 to £180. Opportunity afforded for applicants to take Gas and Air Analgesia Certificate.

14 Pupil Midwives. S.R.N. Salary £85 per annum.

The hospital is pleasantly situated. Nurses' Home and Maternity Unit are modern in design.

Off duty is good. Night sisters and Staff Midwives—2 nights off in 6. Pupil Midwives—2 nights off in 8.

Forms of application and further particulars may be obtained on application to the Matron.

Applications giving particulars of age, qualifications and experience and including copies of two recent testimonials, to be sent in envelopes endorsed with the designation of the position for which application is made, to the undersigned as soon as possible.

HARRY TAYLOR, Town Clerk. (873)

KENT COUNTY COUNCIL BLACKHURST PRELIMINARY TRAINING SCHOOL, TUNBRIDGE WELLS

The following staff is required at the above premises which are shortly to be opened as a Preliminary Training School for Nurses.

Assistant Sister Tutor (unqualified). Applicants should be Ward Sisters with teaching experience and who intend to train as a Sister Tutor.

Salary according to service within the appropriate Rushcliffe scale £190-£250 a year plus long service increments of £20 where applicable. Full residential emoluments Uniform. Superannuation. Medical examination necessary.

Application forms and particulars obtainable from the Matron at the County Hospital, Pembury, near Tunbridge Wells, to whom completed applications should be sent.

County Hall, Maidstone. W. L. PLATTS, Clerk of the County Council. October 10, 1946. (947)

HERTFORDSHIRE COUNTY COUNCIL WELLHOUSE HOSPITAL, BARNET, HERTS.

(600 Beds)

STAFF REQUIRED

Midwifery Teacher for Part I Training School 60 bed Unit. Approximately 20 pupils.

Night Superintendent. Good general experience essential. Must be S.R.N. and S.C.M. For further particulars apply, Matron.

Staff Nurses for day and night duty.

These appointments will be subject to the Local Government Superannuation Act, 1937, to medical examination and to Rushcliffe salaries and conditions. Apply to Matron, giving full details and experience. (810)

NORTH STAFFORDSHIRE ROYAL INFIRMARY STOKE-ON-TRENT

Assistant Sister Tutor required (one of three) Rushcliffe Scale of Salaries, and Federated Superannuation Scheme in force. Apply, with all particulars to the Matron. (695)

GREAT YARMOUTH GENERAL HOSPITAL

(APPROVED TRAINING SCHOOL)

A **Sister Tutor** (qualified or unqualified), required immediately for a period of one year. If qualified the salary will be at the rate of £280 per annum if of unqualified subject to negotiation. For full particulars apply to the Matron. (581)

GLASGOW ROYAL MENTAL HOSPITAL GARTNAVEL

Sister Tutor required for the above Hospital. Applicants, preferably qualified must hold certificates in Mental and General Nursing. Salary in accordance with the Revised Recommendations of the Scottish Nurses Salaries Committee (Wheatley Scale)—namely £270 x £15—£330 per annum, according to experience in the grade. Unqualified Sister Tutor £220 per annum, or according to experience in the grade. Apply, with full particulars to the Matron. (926)

COUNTY BOROUGH OF MIDDLESBROUGH GENERAL HOSPITAL

(355 Beds)

SISTER TUTOR

Applications are invited for the post of **Sister Tutor** at the above Hospital which is recognised by the General Nursing Council as a training school for State Registered Nurses, male and female.

Preference will be given to candidates who possess the Sister Tutor's Certificate. Candidates should have teaching experience.

Salary and conditions of service are in accordance with the recommendations of the Rushcliffe Salaries Committee.

The appointment is subject to the provisions of the Local Government Officers' Superannuation Act, 1937, and the successful candidate will be required to pass satisfactorily a medical examination.

Applications stating age and experience together with three recent testimonials should be sent to the Matron, General Hospital, Ayresome Green Lane, Middlesbrough, as soon as possible.

Municipal Buildings, Middlesbrough. E. G. PARR, Town Clerk. (540)

THE ROYAL HOSPITAL, WOLVERHAMPTON (Incorporated under Charter) WOMEN'S HOSPITAL

Midwifery Teacher, S.C.M., S.R.N., required (Certificate preferred) Part I Training School. The Rushcliffe Scale adopted. The Hospital is affiliated to the Federal Superannuation Scheme.

Application to the Matron, The Royal Hospital (Women's) Park Road West, Wolverhampton. (1030)

CROYDON GENERAL HOSPITAL

Assistant Qualified Sister Tutor required. Salary in accordance with Rushcliffe scale F.S.S.N. Apply giving matrons' names for reference to Matron. (654)

ERMAN HOSPITAL (BRITISH VOLUNTARY) DALSTON, E.8.

(224 Beds)

Sister Tutor required October. Rushcliffe scale of salary. F.S.S. in force. Apply to Matron for form of application. (664)

CITY OF SALFORD LADYWELL INFECTIOUS DISEASES HOSPITAL

Sister Tutor required, certificated, with teaching experience preferred, but unqualified Tutor would be considered. The hospital provides a two years' course in Fever Nursing.

Rushcliffe recommendations apply. Special consideration for unqualified candidates.

Apply to Matron, Ladywell Hospital, Eccles New Road, Salford, 5.

H. H. TOMSON, Town Clerk. (748)

THE ROYAL HOSPITAL, WOLVERHAMPTON

(Incorporated under Charter)

WOMEN'S HOSPITAL

Midwifery Teacher, S.C.M., S.R.N., required. (Certificated preferred) Part I Training School. The Rushcliffe scale adopted. The Hospital is affiliated to the Federal Superannuation scheme.

Application to the Matron, The Royal Hospital (Women's), Park Road West, Wolverhampton. (642)

THE CORPORATION OF DUNDEE

EDUCATION COMMITTEE

SEYMOUR LODGE PRE-NURSING SCHOOL

Applications are invited from suitably qualified persons for the full-time post of **Assistant Teacher of Professional Subjects** (Nursing, Mothercraft, First-Aid, Hygiene and Anatomy) at Seymour Lodge Pre-Nursing School. Applicants should preferably be qualified Sister-Tutors interested in teaching, but alternatively Physiotherapist Teachers are regarded as eligible for this appointment. Applications from qualified Health Visitors able to teach Nursing, Mothercraft, First-Aid and Hygiene would also be considered, subject to the approval of the Scottish Education Department. Salary is in accordance with the Wheatley Scales.

Candidates should submit a letter of application giving:

(1) Name, address and age.
(2) Present Occupation.
(3) School and further education.
(4) Experience in detail.
(5) Copies of not more than three testimonials.

Applications should reach the Undersigned not later than two weeks after the insertion of this advertisement.

Education Office, 24, City Square, Dundee. J. D. COLLINS, Director of Education. (929)

London County Council

RESIDENTIAL SCHOOL NURSES

Applications are invited from State-registered general trained nurses for appointment as **Residential School Nurses** in the Public Health Department. Vacancies exist at schools outside the County of London.

The possession of the Health Visitors' Certificate would be an advantage.

Rushcliffe salary, £170–£15–£290, with uniform and full residential emoluments.

Forms of application may be obtained from the Matron-in-Chief, The County Hall, Westminster Bridge, S.E.1 (2672) (480/13)

HOLLOWAY SANATORIUM, VIRGINIA WATER SURREY

(REGISTERED MENTAL HOSPITAL)

Required, **sister Tutor,** trained in General and Mental Nursing. Salary £320 per annum rising by four annual increments of £10 to £360 per annum with emoluments valued at £140 per annum. There is an adequate Hospital Pension Scheme. Applications, accompanied by copies of two recent testimonials to the Medical Superintendent. (998)

CITY OF LEEDS

PUBLIC HEALTH DEPARTMENT

ST. MARY'S INFIRMARY

(200 Beds)

(MATERNITY DEPARTMENT—98 Beds)

MIDWIFERY TEACHER

Applications are invited for the post of **Midwifery Teacher** from candidates holding the Midwifery Teacher's Certificate.

At present the hospital is providing Part I training.

Salary and conditions of service in accordance with the Rushcliffe Scale.

The person appointed will be required to pass a medical examination and the appointment is subject to the provisions of the Local Government Superannuation Act, 1937.

For forms of application apply to the Matron, S. Mary's Infirmary, Armley, Leeds, 12.

Canvassing in any form, either directly or indirectly, will be a disqualification.

J. JOHNSTONE JERVIS, Medical Officer of Health. (981)

CLAYTON HOSPITAL, WAKEFIELD

(191 Beds)

Home Sister required. Some Administrative duties. Must be S.R.N. with some, knowledge of Housekeeping. F.S.S. in force Salary on Rushcliffe Scale, uniform provided. Apply with full particulars of training and experience to the Matron. (532)

DISTRICT MENTAL HOSPITAL INVERNESS

Home Sister required. Applicants must be State-registered (General and Mental) and have administrative experience. Salary commencing at the rate of £200 per annum, with board, lodging, laundry and uniform. Appointment is subject to the terms of the Asylums' Officers' Superannuation Act (1909). Apply, stating age and experience, with copies of recent testimonials to the Medical Superintendent. (609)

SOUTHAMPTON CHILDREN'S HOSPITAL

Housekeeping and Home Sister required. Housekeeping certificate essential. Salary Rushcliffe scale. F.S.S.N. in force. Apply, stating full particulars of training and subsequent experience to Matron. (1004)

AYRSHIRE CENTRAL HOSPITAL, IRVINE (AYR COUNTY COUNCIL)

INFECTIOUS DISEASES

Applications are invited for the post of **Home and Night Sister.** The successful candidate will require to alternate duties.

Salaries according to Scottish Scheme plus temporary bonus.

Certificates of the G.N.C. in General and Fevers essential, and candidate must have been a Ward Sister.

Applications, stating age, qualifications and experience, together with copies of recent testimonials, to be sent to Matron. (531)

NEWARK TOWN AND DISTRICT HOSPITAL

(70 Normal Beds)

AFFILIATED TRAINING SCHOOL FOR NURSES

Sister Tutor Home Sister required, (and to relieve Matron's off duty.)

Rushcliffe Scale of Salary and conditions of Service. Federated Superannuation Scheme in force. Applications giving full details of nursing career, and names for reference, to Matron. (784)

CITY OF SALFORD LADYWELL INFECTIOUS DISEASES HOSPITAL

Housekeeping Sister required. General trained. Rushcliffe recommendations apply. Apply to Matron, Ladywell Hospital, Eccles New Road, Salford, 5.

H. H. TOMSON, Town Clerk. (995)

CITY OF SHEFFIELD NETHER EDGE HOSPITAL

Relief Night Sister.
Ward Sister for Male Chronic Ward.
Ward Sister for T.B. Male Ward.

Salaries of the above appointments in accordance with the Rushcliffe Scales.

Apply, to Matron, Nether Edge Hospital Sheffield, 11. (738)

BOROUGH OF HENDON ISOLATION HOSPITAL GOLDSMITH AVENUE, LONDON, N.W.9

Night Sister required (S.R.N., and R.F.N.). Salary and conditions in accordance with Rushcliffe Scheme. Superannuated post; medical examination necessary. Write to Matron for application forms. (741)

COUNTY BOROUGH OF STOCKPORT STEPPING HILL HOSPITAL

(483 Beds)

There is a vacancy for a **Night Sister** (1 of 3) for the General Wards.

Applicants must be State-registered Nurses with the Part I Midwifery Certificate.

Apply with full particulars to the Matron, Stepping Hill Hospital, Hazel Grove, Cheshire (598)

SURREY COUNTY COUNCIL

ST. PETER'S HOSPITAL, CHERTSEY

Applications are invited for the following appointments. Salary and conditions for all appointments will be in accordance with the recommendations contained in the appropriate Reports of the Rushcliffe Committee.

Night Superintendent; Home Sisters (inc. at present, one Graded as Deptl. Sister); **Theatre Sisters** (one Deptl.); **Night Sister** (working under Night Superintendent); **Staff Nurses; Assistant Nurses.**

Apply to Matron. (1079)

CAMERON HOSPITAL WEST HARTLEPOOL

Relief Night Sister required, permanent post.

Theatre experience essential. Salary in accordance with the Rushcliffe Scale. Apply stating age and experience, to Matron. (525)

COUNTY BOROUGH OF BLACKBURN CORPORATION HOSPITAL PARK LEE ROAD, BLACKBURN

Night Sister required, General and Fever trained. Midwifery training will be an advantage. Salary according to Rushcliffe Scale.

Apply, with particulars of training and experience, to the Medical Officer of Health, 66 Victoria Street, Blackburn.

Town Hall, Blackburn. CHAS. S. ROBINSON, Town Clerk. (977)

WILTS COUNTY MENTAL HOSPITAL, DEVIZES

Applications are invited from General State Registered and qualified mental nurses for the post of **Night Superintendent** (female).

Salary and Conditions of service in accordance with Rushcliffe Recommendations. Applications to be addressed to the Medical Superintendent. (563)

CHELMSFORD AND ESSEX HOSPITAL

(170 Beds)

Night Sister required. Salary according to Rushcliffe Scale. Superannuation Scheme in force. For full particulars apply, Matron. (580)

NORTHWOOD, PINNER & DISTRICT HOSPITAL PINNER ROAD, NORTHWOOD, MIDDX.

2 Sisters required.
1 Theatre Sister required.
1 Night Sister required.

F.S.S. and Rushcliffe scale of salaries. Apply Matron. (639)

CROYDON GENERAL HOSPITAL

Junior Night Sister required. Salary according to Rushcliffe scale. F.S.S.N. Apply, with Matrons' names for reference, to Matron. (653)

CITY OF LEEDS

PUBLIC HEALTH DEPARTMENT

KILLINGBECK SANATORIUM

Night Sister required immediately. Candidates must be S.R.N. and possession of the T.A. Certificate would be an advantage. Previous experience as a Ward Sister essential. Salary and conditions of service in accordance with the Rushcliffe scale. Uniform provided.

Apply, with full particulars and Matron's name for reference to the Matron, Killingbeck Sanatorium, Leeds. (663)

ISOLATION HOSPITAL SLYNE ROAD, LANCASTER

FEVER TRAINING SCHOOL

(120 Beds)

Night Sister required, S.R.N., R.F.N. Must have had experience as Ward Sister.

Ward Sister also required. Must be S.R.N., R.F.N.

Salaries in accordance with the Rushcliffe scale, The appointments are subject to the provisions of the Local Government Superannuation Act, 1937, and to medical examination.

Apply, giving age, experience, and two names for reference, to Matron. (665)

HULL ROYAL INFIRMARY

Night Sister required. Must have held Ward Sister's appointment. Rushcliffe scale. Federated Superannuation scheme. Apply with full particulars to Matron. (669)

WEST SUSSEX COUNTY COUNCIL ST. RICHARD'S HOSPITAL, CHICHESTER

Night Sister required. Salary in accordance with the Rushcliffe Recommendations. Applications, with details of qualifications and experience should be sent to the Matron at the hospital.

T. C. HAYWARD, Clerk of the County Council. (791)

KINGSTON UPON HULL CORPORATION HEALTH DEPARTMENT ANLABY ROAD HOSPITAL

APPOINTMENT OF NIGHT SUPERINTENDENT

Applications are invited for the appointment of **Night Superintendent** at the Anlaby Road Hospital.

Candidates, who must be State-registered Nurses and State Certified Midwives, must have had similar experience in a general hospital. Salary, emoluments and conditions in accordance with the Rushcliffe recommendations.

Application forms, etc., may be obtained from, and should be returned duly completed to, the Medical Officer of Health, Guildhall, Kingston upon Hull, at the earliest possible moment. (616)

BATLEY AND DISTRICT HOSPITAL BATLEY, YORKSHIRE

(84 Beds)

Senior Night Sister required. S.R.N. and S.C.M. Salary according to Rushcliffe Scale. F.S.S.N. in force. Uniform provided. Apply to Matron. (x119)

NEWARK TOWN AND DISTRICT HOSPITAL
(70 Normal Beds)
AFFILIATED TRAINING SCHOOL FOR NURSES

Night Sister required. Rushcliffe Scale of Salary. Federated Superannuation Scheme in force.
Apply with full particulars to Matron. (785)

COUNTY BOROUGH OF BURTON UPON TRENT
PUBLIC ASSISTANCE DEPARTMENT
BELVEDERE HOUSE HOSPITAL

Applications are invited for the appointment of **Night Sister** at Belvedere House Hospital.

Applicants must be State Registered Nurses and preference will be given to applicants who are also State Certified Midwives.

Conditions of Service will be as laid down in the Nurses Salaries Committee Reports and the salary will be as follows :—

Applicants who are State Registered Nurses only —£185, rising by £10 per annum to £245 per annum.

Applicants who are State Registered Nurses and also State Certified Midwives—£205 rising by £10 per annum to £265 per annum.

Together with emoluments valued at £120 per annum, including a Cash allowance of 5/- per week in lieu of part rations not issued from Store.

The appointment will be subject to one month's written notice on either side.

Applications must be made upon forms to be obtained from the Public Assistance Officer, Belvedere House, Burton upon Trent, and must be returned to the undersigned, together with copies of three recent testimonials, not later than 10 a.m. on Wednesday, the 26th day of October, 1946.

The successful candidate will be required to pass a medical examination by the Medical Officer of Health.

Canvassing is prohibited and will be deemed a disqualification.

Town Hall, Burton upon Trent. H. BAILEY CHAPMAN, Town Clerk. (831)

CITY OF STOKE-ON-TRENT
CITY GENERAL HOSPITAL—(1,200 Beds)
(RECOGNISED TRAINING SCHOOL FOR MALE AND FEMALE NURSES AND PART I TRAINING SCHOOL FOR C.M.B.)

Applications are invited for the following appointments, to which the Rushcliffe Salaries and Conditions of Service are applicable :—

General Wards

Night Sisters, Staff Nurses, Assistant Nurses and **Student Nurses.** Night Sisters and Staff Nurses must be State Registered. Student Nurses for 3 years training, must be healthy and well educated. Age 18—30 years.

Nurses whose names are on the Supplementary Part of State Register accepted for 2 years' training.

Facilities for midwifery training for candidates who pass Final Examination. Promotion prospects. Modern Nurses' Home, pleasantly situated.

FEMALE MENTAL WARDS

Staff Nurses and **Female Mental Nursing Assistants** (non-resident posts). Staff Nurses must be Registered Mental Nurses or hold R.M.P.A. Certificate.

Prospective applicants should apply to the Matron for forms of application, stating the designation of the position for which it is desired to make application. Completed application forms to be returned to the Matron as soon as possible.

HARRY TAYLOR, Town Clerk. (872)

THE DUCHESS OF YORK HOSPITAL FOR BABIES
LEVENSHULME, MANCHESTER, 19

Applications are invited for the post of **Junior Night Sister** also **Staff Nurses** for Wards and Out-patients. Applicants should be R.S.C.N. and may be resident or non-resident. Salary as per Rushcliffe Scale.
Apply to the Matron. (925)

BOSTON GENERAL HOSPITAL
BOSTON, LINCS.
(95 Beds)

Night Sister required with experience as Ward Sister. Rushcliffe scale of salary. Federated Superannuation Scheme. Apply, with two names for reference to Matron. (938)

COUNTY BOROUGH OF BLACKPOOL
INFECTIOUS DISEASES HOSPITAL
DEVONSHIRE ROAD, BLACKPOOL

Wanted **Night Sister,** S.R.N., R.F.N. Salary and conditions of service to Rushcliffe Scales.
Apply to Matron.

TREVOR T. JONES, Town Clerk. (1028)

ROCHDALE INFIRMARY, LANCS.

Junior Night Sister required for Mid-December. Theatre experience essential. Rushcliffe scale, etc., in full operation.

Apply, with full particulars and Matron's name for reference to Matron, Rochdale Infirmary. (992)

PLEASE MENTION "NURSING TIMES" WHEN ANSWERING ITS ADVERTISEMENTS

MIDDLESEX COUNTY COUNCIL

PUBLIC HEALTH DEPARTMENT

TUBERCULOSIS NURSING

HOSPITAL APPOINTMENTS

Applications invited for the following appointments. RUSHCLIFFE salary scales and service conditions. All posts are "resident" as defined by Rushcliffe Reports; where marked * candidates may be "non-resident" if they wish; medical examination; established and pensionable unless otherwise stated.

NOTE: ADDITIONAL service allowances payable to staff of rank of ward sister and below; £40 after completion of first period of 2 yrs. continuous whole-time service in pulmonary Tb. nursing and £20 on completion of each further continuous year of such service, where appropriate. (For allowances for Student Nurses see below).

Forms and full particulars from Matron of hospital where appointment required.

QUALIFIED ASSISTANT SISTER TUTOR

***Harefield County Hospital, Harefield, Mx.**—Applications also considered from qualified Male Asst. Tutors, when salary, etc., would be in accordance with Second Rushcliffe Report.

WARD SISTER

***Clare Hall County Hospital, South Mimms, Barnet, Herts.**—One required with experience in Tb. nursing.

NURSES WITH T.A. CERTIFICATE

***Harefield County Hospital, Harefield, Mx.**

ASSISTANT NURSES (Enrolled or Intermediate)

***Harefield County Hospital, Harefield, Mx.**
***Redhill County Hospital, Edgware, Mx.**—For T.B. Wards.
***Grim's Dyke, Harrow Weald, Mx.**—With or without T.B. experience.

STUDENT NURSES

DUAL TRAINING IN GENERAL AND TUBERCULOSIS NURSING

Clare Hall County Hospital, South Mimms, Barnet, Herts.
Harefield County Hospital, Harefield, Mx.

Candidates must be single girls over 17 years of age, or widows. First two years spent at Sanatorium training for Preliminary State Examination and Tuberculosis Association Certificate. Students are then transferred in accordance with their own choice to one of the Council's affiliated General Hospitals for completion of training in preparation for Final State Examination in general nursing.

Full residential emoluments. ADDITIONAL service allowances of £20 for each completed year's training in tuberculosis nursing, provided student remains in such training at least two years, payable on completion of training; maximum total payment on this basis is £60. Unestablished appointments; medical examination; superannuation contributions payable by students over 18 years.

Government special training allowances payable in addition to salary to certain candidates who are over 20 yrs. and have given at least one year's whole-time service in work of national importance.

Facilities exist in Council's service for midwifery training for candidates who pass the Final State Examination.

Middlesex Guildhall, Westminster, S.W.1. (A.530). C. W. RADCLIFFE, Clerk of the County Council. (1053)

CITY & COUNTY OF NEWCASTLE UPON TYNE
CITY HOSPITAL FOR INFECTIOUS DISEASES
(338 Beds)

Applications are invited for the post of **Night Superintendent** from Nurses who are general and fever trained. Salary according to Rushcliffe Scale. The appointment will be subject to the provisions of the Local Government Superannuation Act, 1937.

Applications, stating age, particulars of training and experience, with copies of testimonials, should be forwarded to the Medical Superintendent, City Hospital for Infectious Diseases, Walker Gate, Newcastle-upon-Tyne 6, immediately. (1012)

COUNTY BOROUGH OF STOCKPORT
SHAW HEATH HOSPITAL

Wanted at the Shaw Heath Hospital, Stockport, a **Night Sister** in sole charge (resident or non-resident). Candidates must be State Registered Nurses possessing Institutional experience (C.M.B. Certificate not essential). Salary and conditions in accordance with the Rushcliffe Committee recommendations. Applications, to be addressed in writing to the Matron, Shaw Heath Hospital, Stockport.

ARTHUR BOND, Public Assistant Officer.
Public Assistance Offices, Shaw Heath, Stockport. (1013)

E.M.S. NEUROSURGICAL UNIT
STOKE LANE, STAPLETON, BRISTOL

There are immediate vacancies for the following :—

Night Sister, Ward Sisters, Staff Nurses and enrolled **Assistant Nurses.**

Conditions and salary according to Rushcliffe Scale.

Applications, giving full details of training and experience, together with Matron's name for reference, should be sent to the Sister-in-Charge.

Experience in this work is not essential, suitable for nurses just finished General Training who wish to gain extra experience in Neuorsurgery. (1077)

HEREFORDSHIRE COUNTY COUNCIL
COUNTY COUNCIL HOSPITAL

The following staff are required :—

Theatre Sister.
T.B. Sister.
Midwifery Sister.
Staff Midwives.
Staff Nurses and **Student Nurses.**

Rushcliffe Scale of salaries and conditions.
Apply to Matron. (1007)

HERTFORD COUNTY HOSPITAL, HERTFORD

Second Theatre Sister required. Candidates should have had experience in all branches of Theatre work. Rushcliffe conditions of service and F.S.S. in force. Apply, with full particulars to the Matron. (x1044)

POOLE JOINT SANATORIUM BOARD
POOLE SANATORIUM
NUNTHORPE, NEAR MIDDLESBROUGH
NEW MODERN SANATORIUM OF 315 BEDS

(Recognised as a Training School for General Nurses in affiliation with the Newcastle General Hospital and the Sunderland General Hospital).

Applications are invited for the following appointments:—

(a) **Theatre Sister**—Candidates must be State Registered Nurses with good Theatre experience.

(b) **Night Sisters**—Candidates must be State Registered.

(c) **Staff Nurses**—for Post-Certificate training. Candidates must be State Registered Nurses.

(d) **Assistant Nurses**—With a minimum of two years' training or experience.

(e) **Student Nurses**—Candidates from 17 years of age.

The salaries and emoluments will be as recommended in the Rushcliffe Report. The appointments will be conditional upon the successful candidate passing a satisfactory medical examination and will be subject to the Local Government Superannuation Act, 1937.

Application Forms can be obtained from the Matron, Poole Sanatorium, Nunthorpe, near Middlesbrough, to whom they should be returned on completion.

G. S. McINTIRE, Clerk. (971)

BEDFORDSHIRE COUNTY COUNCIL
(PUBLIC ASSISTANCE COMMITTEE)
NURSING STAFF
ST. MARY'S HOSPITAL, LUTON

Applications are invited for the undermentioned appointments at St. Mary's Hospital, Luton, at salaries and conditions in accordance with the Rushcliffe scales:—

Night Sister, S.R.N., S.C.M.;
Staff Midwife;
Enrolled **Assistant Nurses.**

The appointments are subject to the Local Government Superannuation Act, 1937, and the successful applicants will be required to pass a medical examination.

Forms of application can be obtained from the Matron, St. Mary's Hospital, Luton, and must be returned to her as soon as possible.

Public Assistance Office, 81 High Street, Bedford. J. B. GRAHAM, Clerk of the County Council. (979)

VICTORIA HOSPITAL, BURNLEY
(181 Beds)

Theatre Sister required, one of two, for busy theatre unit. Rushcliffe conditions. Apply with names for reference and experience to the Matron. (x44)

COUNTY BOROUGH OF ROCHDALE
BIRCH HILL HOSPITAL

Theatre Sister required for modern theatre, one of two, previous experience as theatre nurse desirable but not essential.

Salary and conditions according to the Rushcliffe scale—commencing salary varying according to experience and service.

The appointment is designated under the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination.

Application forms may be obtained from, and should be returned to, Matron, Birch Hill Hospital, Rochdale. (646)

STAMFORD, RUTLAND AND GENERAL INFIRMARY
STAMFORD, LINCS.

Theatre Sister required. Salary and conditions according to Rushcliffe. Apply to Matron.

Sister required for Children's Ward, S.R.N., S.R.C.N. or good experience in Children's Nursing. Rushcliffe scale of salary. Apply to Matron.

Sister Tutor required, preferably with teaching experience. Salary according to Rushcliffe. Apply to Matron. (682)

VICTORIA HOSPITAL, LEWES, SUSSEX
Affiliated to the Royal East Sussex Hospital, Hastings.
(37 Beds)

Theatre and **O.P.D. Sister** required, also **Private Ward Sister** able to relieve Theatre.

Assistant Nurses required. Rushcliffe scale of salary.

Applications, stating age, qualifications and experiences, to be sent to the Matron. (x426)

EAR AND THROAT HOSPITAL
EDMUND STREET, BIRMINGHAM, 3.

Theatre Sister required. Salary and conditions according to Rushcliffe Scale. F.S.S. in force. Apply, stating age and experience to Matron, with Matrons' names for reference. (x177)

KEIGHLEY & DISTRICT VICTORIA HOSPITAL
KEIGHLEY, YORKS. (WEST RIDING)
(146 Beds)

Experienced **Theatre Sister** required immediately apply with full particulars of training and experience to Matron. (1015)

EAST LONDON NURSING SOCIETY

Vacancies for **S.R.N.s** to qualify for Queen's Roll. Queen's Key Training Home. Rushcliffe Salary. Also vacancies for **Midwife** and **General Nurses** for staff. Apply :—Superintendent, 7/9, Stainsby Rd., London, E.14. (156)

LANCASHIRE COUNTY COUNCIL

Ward Sister urgently required for mixed adult non-pulmonary ward at the Wrightington, Appley Bridge, near Wigan (371 beds, 280 non-pulmonary adults and children and 91 pulmonary). Salary and emoluments according to the Rushcliffe Committee's scale.

Candidates must be State Registered Nurses and for permanent appointment under 40 years of age; selected candidate will be required to pass a medical examination and to contribute to the superannuation fund.

The hospital is well equipped and visited regularly by consultant surgeons. Good recreational facilities are provided. Two free 'bus passes to Wigan are allowed each week.

Applications with copies of two testimonials to be forwarded to the Matron, Wrightington Hospital, Appley Bridge, near Wigan.

County Offices, Preston. F. C. S. BRADBURY, Central Consultant Tuberculosis Officer.
September 20th, 1946. (286)

CITY OF NOTTINGHAM
CITY HOSPITAL
MIDWIFERY SISTERS

Two required for busy Maternity Department (93 beds), which is a training school for Part I Midwifery. Rushcliffe Salary Scale and conditions in operation. Modern Nurses' Home. Apply in writing to the Matron, City Hospital, Hucknall Road, Nottingham. (528)

CAMERON HOSPITAL
WEST HARTLEPOOL

Sister required for Children's Ward, S.R.N., S.R.C.N., or good experience in Children's nursing. Salary in accordance with the Rushcliffe Scale.

Apply, stating age, qualifications and experience to Matron. (526)

MANSFIELD & DISTRICT GENERAL HOSPITAL, MANSFIELD, NOTTS.
(200 Beds)

Sister required for Women's Ward (Gynaecological and Medical).

Must be S.R.N. and S.C.M.

Rushcliffe scale of salaries and conditions. F.S.S. in force.

Applications, giving full particulars of experience to be sent to Matron. (615)

MUNICIPAL GENERAL HOSPITAL
BRADFORD (ST. LUKE'S)

Required experienced **Sister** for Children's Surgical Ward. Resident or non-resident. Rushcliffe Scale of salaries. For further particulars apply to Matron. (629)

BANGOUR MENTAL HOSPITAL
BROXBURN, WEST LOTHIAN

Departmental Sister required with General Training and Mental Certificates (G.N.C. or R.M.P.A.) Salary Wheatley Scale.

Female Student Nurses. The next course of the Preliminary training school starts October 3rd. Vacancies for suitable candidates over 17 years. Wheatley scale, commencing £75. Government training grant of £25 to those qualified by war work. Apply, with particulars to Matron. (700)

SOUTHEND GENERAL HOSPITAL

Vacancy for experienced **Sister** of Gynaecological Ward (with own theatre) 24 beds. F.S.S. Apply to Matron. (711)

DEVONSHIRE NURSING ASSOCIATION

Queen's Sisters required with rural experience to fill vacancies as **County Staff Sisters.** Keen nurses with initiative, organising ability and a pioneering spirit will find opportunities for gaining experience in preparation for higher posts. Salaries in accordance with the Rushcliffe scale for full-time midwives. Apply, County Superintendent, 4 Queen's Terrace, St. David's Exeter. (719)

QUEEN MARY'S HOSPITAL FOR THE EAST END, STRATFORD, LONDON, E.15

Applications are invited for the post of **Midwifery Sister,** with good ante-natal experience. Candidates must hold S.R.N. and S.C.M. qualifications.

Salary and emoluments in accordance with the Rushcliffe scale. Federated Superannuation Scheme in force.

Particulars of experience, age, etc., accompanied by recent testimonials to be sent to the Matron forthwith. (593)

BOUNDARY PARK GENERAL HOSPITAL, OLDHAM

Maternity Sister required. Part I Training School. Rushcliffe Salary and conditions. Apply, with full particulars to the Matron. (733)

COUNTY BOROUGH OF WEST HAM
VHIPPS CROSS HOSPITAL, LEYTONSTONE, LONDON, E.11

WARD SISTERS (RESIDENT OR NON-RESIDENT)

Applications are invited from State Registered Nurses, also holding S.C.M. (Pt. I) qualification, for the above positions.

Ward Sister (Chronic Ward) (Resident or Non-Resident). Applications are invited from State Registered Nurses for the above position.

Salaries and service conditions for above posts are in accordance with the Rushcliffe Recommendations.

Appointments are subject to service regulations made from time to time by the Council.

Applications to be sent to Matron. (551)

WILTS COUNTY COUNCIL
BERRYFIELD HOUSE EMERGENCY MATERNITY HOME, BRADFORD-ON-AVON

Applications are invited for appointment of **Sister** at the above temporary Home, which is a training school for Part I of the Central Midwives Board Examination. Applicants must be S.R.N. and S.C.M. The salary scale will be in accordance with the recommendations of the Midwives' Salaries Committee.

Applications should be addressed directly to the Matron, Berryfield House, Bradford-on-Avon, Wilts.

County Hall, Trowbridge. P. A. SELBORNE STRINGER, Clerk of the County Council. (552)

CITY OF SALFORD
HOPE HOSPITAL
(1,000 Beds)

Ward Sisters required for (a) Children's Ward, R.S.C.N. will be of advantage; and (b) Chronic Ward. Rushcliffe recommendations in operation. Apply to Matron, Hope Hospital, Salford, 6, Lancs.

H. H. TOMSON,
Town Clerk.
(564)

COUNTY BOROUGH OF DARLINGTON
GREENBANK MATERNITY HOSPITAL

Required, **Resident Ward Sister,** S.R.N. and S.C.M. Normal and Abnormal Midwifery, alternate day and night duty. Salary, emoluments and conditions of service according to Rushcliffe Scale. Applications, stating age, qualifications, and experience together with copies of two recent testimonials to be sent to Matron, Greenbank Maternity Hospital, Darlington. (585)

ROCHDALE INFIRMARY

Required Children's **Ward Sister.** Rushcliffe salaries etc., in full operation.

Apply, with full particulars, and giving a Matron's name for reference to Matron, Rochdale Infirmary. (594)

NORTON GENERAL HOSPITAL, BANBURY OXON.
(Within Oxford Joint Hospitals Board Area)
(220 Beds, Voluntary and E.M.S.)
GENERAL TRAINING SCHOOL UNDER C.N.C.

Required One **Surgical Ward Sister.** Two **Staff Nurses** (1 S.R.C.N.). Rushcliffe Scale of Salary. F.S.S. in force. All applications to Matron. (607)

CITY OF BIRMINGHAM
PUBLIC HEALTH DEPARTMENT

DUDLEY ROAD HOSPITAL
BIRMINGHAM, 18

Ward Sisters required in General Wards of the Hospital. Minimum qualifications State Registration, General Register, and Part 1 Central Midwives' Board. Application to Matron-in-Chief, Dudley Road Hospital, Birmingham, 18.

Physiotherapist required. Non-resident. Salary £270 - £12 10s. 0d. - £345 p.a. C.S.P., M.E., L.E.T. Certificates.

Pupil Midwives, Part I Midwifery. Six months' course. Salary £85 p.a.

Staff Nurses, State Registered Nurses. Good Medical, Surgical and Children's experience available, also Theatres and Special Departments.

Student Nurses. Block system training of three years' and three months' duration. Candidates taken at 17½ years of age. Salary £55, £65 and £75 p.a. for first, second and third years respectively.

LITTLE BROMWICH HOSPITAL
BIRMINGHAM, 9.

Qualified **Sister Tutor** required immediately. Rushcliffe scale of salary.

General Trained State Registered **Nurses** required to take Fever Training. Excellent experience available and good conditions of service. Apply Matron.

Student Nurses. Fever Training School. Two years' training. Affiliated with the General Hospitals for shortened General Training. Candidates taken at 17 years of age.

SELLY OAK HOSPITAL
BIRMINGHAM, 29

Sister Tutor required in the Maternity Department (39 Beds). (The Hospital is a Part I Midwifery Training School). Minimum qualifications, S.R.N., S.C.M., G. & A. Certificate and Midwife-Teacher's Certificate. Apply to Matron.

Staff Midwives, two required, S.R.N., S.C.M. Salary Rushcliffe scale. Apply Matron.

Staff Nurses urgently required for Wards and Departments, resident or non-resident.

Pupil Midwives. Part 1 midwifery. Six months' Course. Apply Matron.

Student Nurses for three years' training (excluding trial period). Salary £55, £65, and £75 p.a. for first, second and third years respectively. Candidates taken at 17½ years of age.

SELLY OAK INFIRMARY
BIRMINGHAM, 29.

Experienced **Assistant Nurses** required immediately. Resident or non-resident. Apply to Matron.

SANATORIA SERVICE

Assistant Nurses required at the City Sanatorium, Yardley Green Road, Romsley Hill Sanatorium, Halesowen, Salterley Grange Sanatorium, near Cheltenham, West Heath Sanatorium, Rednal Road, Northfield.

Applications should be sent to the Matron in each case.

CITY SANATORIUM, YARDLEY GREEN ROAD, BIRMINGHAM, 9
(415 Beds)

Ward Sister required for Children's Ward. Candidates must be State Registered Nurses on the General Register. Orthopaedic experience preferable. Rushcliffe salary. Apply Matron.

State Registered **Staff Nurses** required. Facilities offered for training for the Tuberculosis Association Certificate. Salary, resident, £130-£10-£170. Non-resident, minimum cash salary £210. An extra £10 is paid when in possession of the Tuberculosis Association Certificate. A service allowance of £40 is paid in addition to salary at the end of two years' continuous service, and £20 on completion of each further continuous year of service. Apply to Matron.

Tuberculosis Trained Nurses required. Must be in possession of the Tuberculosis Association Certificate. Salary, resident, £85-£5-£120. Non-resident, minimum cash salary £150. A service allowance of £40 will be paid in addition to salary at the end of two years' continuous service, and £20 on completion of each further continuous year of service. Apply to Matron.

Student Nurses required for General Training. Salary first year £60, second and third years £70, fourth year £75. A service allowance of £40 in addition to salary will be paid at the end of the first two years' continuous service. The first two years will be spent at the City Sanatorium, Birmingham (415 Beds) and the last two years at Dudley Road Hospital, Birmingham (1,000 beds). For further particulars write to Matron, City Sanatorium, Yardley Green Road, Birmingham, 9.

Student Nurses required for Tuberculosis training only. Salary first year £60, second year £70. A service allowance of £40 will be paid in addition to salary on completion of two years' continuous service. Apply to Matron.

Male Student Nurses required. Applications are invited from men aged 18 to 30 for general training for the State Register and for the Tuberculosis Certificate. For particulars apply to Matron.

ROMSLEY HILL SANATORIUM
HALESOWEN, WORCS.

State Registered **Male Nurse** required immediately, non-resident. Salary in accordance with Rushcliffe Scale. Apply to Matron.

SALTERLEY GRANGE SANATORIUM
NEAR CHELTENHAM

Tuberculosis Trained **Nurses** required. Must be in possession of the Tuberculosis Association Certificate. Apply to Matron.

WEST HEATH SANATORIUM, REDNAL RD., NORTHFIELD, BIRMINGHAM, 31

Ward Sisters. Candidates must be Registered Nurses on the General Register and must be interested in the Tuberculosis Service and in the training of nurses. The Hospital is affiliated with Dudley Road Hospital for General Training and is within easy reach of the city with good 'bus service. Rushcliffe scale. Apply to Matron. (561)

CITY OF WAKEFIELD
WAKEFIELD MATERNITY HOSPITAL

Applications are invited for the following appointments:

Midwifery Sister (Permanent), S.R.N., and S.C.M.

Staff Nurses (Permanent), preferably S.R.N. and S.C.M.

Assistant Nurses (Permanent).

Night Nurses (Temporary).

Salaries and conditions of service in accordance with the Nurses and Midwives Salaries Committee.

Applications stating age, experience, and three references, should be made to the Medical Officer of Health, Town Hall, Wakefield.

Town Hall, Wakefield. W. S. DES FORGES, Town Clerk. (696)

ROYAL VICTORIA & WEST HANTS. HOSPITAL
SHELLEY ROAD, BOURNEMOUTH—(360 Beds)

Applications are invited for the post of **Sister** on a Women's Medical Ward of 38 beds, which is new and modern in design. 48-hour week. Rushcliffe Scale of Salaries. Apply to Matron for form of application. (708)

COUNTY BOROUGH OF ROCHDALE
BIRCH HILL HOSPITAL

Midwifery Sister required for modern Maternity Unit, 50 beds. Part I, Midwifery and Gas and Air Analgesic Certificate Training School.

Salary and conditions in accordance with the Rushcliffe Scale—commencing salary varying according to experience and service.

The appointment is designated under the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination.

Application forms may be obtained from, and should be returned to Matron, Birch Hill Hospital, Rochdale. (645)

BATH EAR, NOSE & THROAT HOSPITAL
BATH, SOMS.

Sister required. Ear, Nose and Throat experience preferred but not essential.

Rushcliffe Scale of salaries and Federated Superannuation Scheme in force.

Apply giving full particulars to Matron. (599)

COUNTY BOROUGH OF ST. HELENS
PEASLEY CROSS ISOLATION HOSPITAL

Ward Sisters required for the above Hospital. Must be State Registered in General and Fever Nursing. Salary, emoluments and conditions of service in accordance with the Rushcliffe Committee's recommendations. Superannuation Scheme in force. Apply, giving full particulars to Matron, Peasley Cross Isolation Hospital, St. Helens. (739)

WEST SUFFOLK COUNTY COUNCIL
WHITE LODGE EMERGENCY HOSPITAL
NEWMARKET

Sisters, Staff Nurses and **Enrolled Assistant Nurses** urgently required. Rushcliffe scale of salaries, hours and conditions apply. The hospital has orthopaedic beds, rehabilitation centre and medical, surgical, maternity and tuberculosis wards.

Applications to the Matron.

Shire Hall, Bury St. Edmunds. L. G. H. MUNSEY, Clerk of the County Council. (634)

DEWSBURY AND DISTRICT GENERAL INFIRMARY

Sister required for Children's Ward (and small Maternity Unit of 4 Beds for abnormal Midwifery). Must be S.R.N. and S.C.M. Rushcliffe Scale of salaries and F.S.S. in force. Apply, giving age, experience and names for reference, to Matron. (636)

DISTRICT INFIRMARY
ASHTON-UNDER-LYNE
(200 Beds)

Temporary Out-patient Department **Sister,** with Orthopaedic experience, required. Revised Rushcliffe Scale of Salary. Federated Superannuation Scheme in force. Apply, with full particulars, to Matron. (648)

CAMBRIDGESHIRE COUNTY COUNCIL

Applications are invited for the following posts at Linton Hospital, near Cambridge:—

Ward Sister; Staff Nurse.

Salary and conditions in accordance with the Rushcliffe Scale.

Applications, stating age, experience, etc., and accompanied by recent testimonials, should be sent to me as soon as possible. No application form issued.

Shire Hall, Cambridge. CHARLES PHYTHIAN, Clerk of the Council. (667)

NEWARK TOWN AND DISTRICT HOSPITAL
(70 Normal Beds)
AFFILIATED TRAINING SCHOOL FOR NURSES

Holiday Relief Sister required. Rushcliffe Scale of Salary. Federated Superannuation Scheme in force. Apply, with full particulars to Matron. (786)

ST. SAVIOUR'S HOSPITAL
OSNABRUGH STREET, N.W.1.

Required: Two **Sisters** (one night and one day duty); One **Staff** or **Assistant Nurse;** and Two **Probationers,** for above medical and surgical woman's hospital. Salaries on Rushcliffe scale. Applications in writing to Sister, stating age, experience, etc. (761)

KINGSTON UPON HULL CORPORATION
HEALTH DEPARTMENT
MARGARET STREET (HULL) NURSERY
Evacuated to
REIGHTON HALL, NEAR FILEY

Applications are invited for the following appointments:—

(1) **Deputy Sister-in-Charge** who must be a State Registered Nurse with administrative experience in a Children's Hospital or Home.

(2) **Staff Nurse,** who must be a State Registered Nurse, and preference will be given to persons having had previous experience of infant care and management in a Children's Hospital or Home.

(3) **Nursery Nurses,** who must be Certified Nursery Trained Nurses, or have had experience in the care of children

Salaries in accordance with the Rushcliffe Scale, together with usual residential emoluments and uniform.

Forms of application, may be obtained from, and should be returned to, the Medical Officer of Health, Guildhall, Kingston upon Hull, at the earliest possible moment. (798)

BATH & WESSEX CHILDREN'S ORTHOPAEDIC HOSPITAL
COOMBE PARK, BATH

Applications are invited for the post of **Junior Sister.** Facilities are given for taking the Orthopaedic Certificate.

Salary in accordance with Rushcliffe Scale. Federated Superannuation Scheme in force.

Apply, giving full particulars, to Matron. (823)

THE ROYAL SEA-BATHING HOSPITAL
MARGATE

There are vacancies for a **Ward Sister** and two **Staff Nurses** immediately. Rushcliffe Committee's recommendations and Federated Superannuation Scheme in force. Apply. Matron. (825)

HULL ROYAL INFIRMARY

Sister (S.R.N. and Ophthalmic Certificate) required for Ophthalmic Department of 22 beds, theatre, and out-patient clinics. Rushcliffe scale. Federated Superannuation Scheme. Apply, stating age, experience and with references to Matron. (828)

NEWARK TOWN AND DISTRICT HOSPITAL
(70 Normal Beds)
AFFILIATED TRAINING SCHOOL FOR NURSES

Ward Sister, with Theatre experience, required. Rushcliffe Scale of Salary. Federated Superannuation Scheme in force.

Apply with full particulars to Matron. (788)

THE KING EDWARD VII
WELSH NATIONAL MEMORIAL ASSOCIATION

THE NORTH WALES SANATORIUM, DENBIGH
(400 Beds)

(For the Treatment of Pulmonary and Non-Pulmonary Tuberculosis in Men, Women and Children—Major Thoracic Surgery Unit — Approved Affiliated Training School for the General Nursing Council and for the Tuberculosis Association

Staff Nurses and **Ward Sister** required; conditions in accordance with the Rushcliffe Report. Apply to the Matron. (578)

ELLEN BADGER HOSPITAL
SHIPSTON-ON-STOUR, WARWICKSHIRE

Maternity Sister wanted. S.R.N., S.C.M., or Part I, or S.C.M. only, for Private Patients' block. Rushcliffe Scale of salaries. Apply Matron. (x76)

BROMPTON HOSPITAL SANATORIUM
FRIMLEY, SURREY

Nurses required applications considered from ex-patients. Rushcliffe scale of salaries. Federated Superannuation Scheme in force. Apply Matron, Brompton Hospital, London, S.W.3. (x130)

GLOUCESTERSHIRE JOINT BOARD FOR TUBERCULOSIS

Sister required for Surgical Block of 38 beds. Must be fully trained and had experience with plaster work. Salary according to the Rushcliffe Scale with full residential emoluments valued at £120. Superannuation scheme in force. Applications, stating age and experience to be sent to the Matron, Standish House, Stonehouse, Glos.

GUY H. DAVIS,
Clerk of the Joint Board.
(x173)

KENT COUNTY OPHTHALMIC AND AURAL HOSPITAL, MAIDSTONE

Required immediately, **Sister-in-Charge** Ophthalmic Theatre, with either Ophthalmic Certificate or experience in the special work. Rushcliffe scale of salary and emoluments.

Apply with full particulars to Matron. (x59)

BRISTOL DISTRICT NURSING ASSOCIATION

State Registered **Nurses** required to qualify for the Queen's Roll. Rushcliffe salary. F.S.S. Uniform and usual allowances. Cyclists or motorists or willing to learn. Day off weekly. Apply Superintendent, 6 Berkeley Square, Bristol, 8. (x39)

BROMLEY AND DISTRICT HOSPITAL, BROMLEY, KENT
(60 Maternity Beds)

Midwifery Sister required. Apply with particulars to Matron. (x184)

DORSET MENTAL HOSPITAL, DORCHESTER

Ward Sister required to take charge of Admission and Sick Ward. Candidates must be certificated in both General and Mental Nursing. Salary in accordance with Rushcliffe Scales for Mental Nurses. The appointment is subject to the provisions of the Asylum Officers' Superannuation Act, 1909. Apply, with full particulars of training and experience to the Matron.. (x162)

COUNTY BOROUGH OF BURTON UPON TRENT
PUBLIC ASSISTANCE DEPARTMENT
BELVEDERE HOUSE HOSPITAL

Applications are invited for the appointment of two **Departmental Sisters** at Belvedere House Hospital.

Applicants must be State Registered Nurses and preference will be given to applicants who are also State Certified Midwives.

Conditions of Service will be as laid down in the Nurses Salaries Committee Reports and the salary will be as follows :—

Applicants who are State Registered Nurses only —£180, rising by £10 per annum to £240 per annum. Applicants who are State Registered Nurses and also State Certified Midwives—£200 rising by £10 per annum to £260 per annum.

Together with Emoluments valued at £120 per annum, including a Cash Allowance of 5/- per week in lieu of part rations not issued from Store.

The appointment will be subject to one month's written notice on either side.

Applications must be made upon forms to be obtained from the Public Assistance Officer, Belvedere House, Burton upon Trent, and must be returned to the undersigned, together with copies of three recent testimonials, not later than 10 a.m. on Wednesday, the 26th day of October, 1946.

The successful candidate will be required to pass a medical examination by the Medical Officer of Health. Canvassing is prohibited and will be deemed a disqualification.

H. BAILEY CHAPMAN,
Town Hall, Town Clerk.
Burton-upon-Trent. (830)

COUNTY BOROUGH OF SOUTHAMPTON
MATERNITY UNIT
BOROUGH GENERAL HOSPITAL
SHIRLEY WARREN, SOUTHAMPTON

Applications are invited for the undermentioned appointments :—

Midwifery Sister (resident or non-resident).
Staff Midwives (resident or non-resident.

This is a model Unit of 50 beds, attached to the General Hospital of 450 beds. The Hospital is an Approved Training School for Pupil Midwives.

The salaries will be in accordance with the Rushcliffe Scale.

Applicants should communicate direct with the Matron at the Hospital.

H. C. MAURICE WILLIAMS,
Medical Officer of Health.
(853)

CITY OF LEICESTER
HEALTH DEPARTMENT

Applications are invited for the following appointments:—

CITY GENERAL HOSPITAL, GWENDOLEN ROAD
(550 Beds)

Midwifery Sister, S.R.N., S.C.M. Good experience in Wards and Clinics; suitable for Midwife wishing to take Midwifery Teacher's Diploma.

Junior Midwifery Sisters for Wards and Clinics.

Junior Orthopaedic Sister to assist in Theatre, Plaster and Ward work. Orthopaedic Certificate an advantage.

Male and Female **Staff Nurses.**

Male and Female **Student Nurses.**

CITY ISOLATION HOSPITAL AND SANATORIUM, GROBY ROAD

Ward Sister. General and fever trained.

Male and Female general trained **Staff Nurses** to take one year's training for fever certificate.

Male and Female general trained **Staff Nurses** to take one year's training for T.A. Certificate.

Male and Female fever trained **Staff Nurses.**

Male and Female **Student Nurses** to take two years' training for the Tuberculosis Certificate.

Male and Female **Student Nurses** to take two years' training for fever certificate.

Salaries for all posts according to Rushcliffe Salary Scales and service conditions. Posts are designated under the Local Government Superannuation Act, 1937.

Apply, giving brief details for application form to Matron of Hospital where appointment required.

WILFRID CARR,
Health Offices,
Grey Friars, Secretary, City Health Department.
Leicester. (713)

LEICESTERSHIRE COUNTY COUNCIL

The Council invite applications for the following appointments, viz. :—

Sisters (S.R.N. and S.C.M.)—At Bosworth Park (with Theatre experience) Market Harborough and Melton Mowbray Infirmaries and Lutterworth Institution.

Enrolled Assistant Nurses and **Intermediate Assistant Nurses**—At Bosworth Park Infirmary, Melton Mowbray Infirmary, and Loughborough, Lutterworth, Market Bosworth, Market Harborough, Mountsorrel and Narborough Institutions.

Salaries, sick pay allowances, etc., in accordance with the Rushcliffe Report.

These appointments will be with residential allowances and uniform will be provided, during employment. The provisions of the Superannuation Act apply to all appointments.

Applications in Candidates' own handwriting, stating age, marital condition, experience, qualifications (if any), etc., together with copies three recent testimonials should be forwarded to the Director of Public Assistance, Leicestershire County Council, 6, St. Martin's Leicester, forthwith. (836)

BOROUGH OF WILLESDEN
WARD SISTER

Applications are invited for the above post at the Willesden Municipal (Infectious Diseases) Hospital. Candidates must have had experience as a Ward Sister, be registered as General and Fever trained nurses, and be under 40 years of age, single women or widows.

Salary and emoluments in accordance with the Rushcliffe Committee recommendations.

The appointment is subject to the conditions of the Local Government Superannuation Act, 1937. Form of application to be obtained from the Matron, Willesden Municipal Hospital, Brentfield Road, Neasden, N.W.10.

W. T. PIRIE,
Town Clerk.
(862)

THE ROYAL CRIPPLES HOSPITAL
NORTHFIELD, BIRMINGHAM
(244 Beds—Men, Women and Children)

Ward Sister required. Applicant must be S.R.N. Experience in Orthopaedic work desirable.

Staff Nurses required, S.R.N. Opportunities for taking the Orthopaedic Nursing Certificate.

F.S.S. in force, salary etc., according to Rushcliffe Scale. Vacancies immediately. Apply, with recent testimonials to Matron. (868)

KENT COUNTY COUNCIL
COUNTY HOSPITAL, ORPINGTON

Ward Sister, S.R.N. (for night duty) required at the above-named hospital.

Salary according to service within the appropriate Rushcliffe scale £160-£220 a year, plus long service increments of £20 where applicable. Full residential emoluments. Uniform. Superannuation. Medical examination necessary.

Application forms and particulars obtainable from the Matron at the Hospital, to whom completed applications should be sent by October 29th, 1946.

County Hall, W. L. PLATTS,
Maidstone. Clerk of the County Council.
October 10th, 1946. (949)

THE
PRINCE OF WALES'S GENERAL HOSPITAL
TOTTENHAM, N.15

Sister, S.R.N., R.S.C.N. required for Surgical Children's Ward (18 cots) to open November 1st, 1946, also

2 Staff Nurses, R.S.C.N. Rushcliffe scale of salaries. F.S.S. in force.

Applications, giving particulars of training and experience, Matron's name for reference, age and religion to Matron. (876)

COUNTY BOROUGH OF STOCKPORT
STEPPING HILL HOSPITAL

Applications are invited for the post of **Ward Sister** in the Acute Medical Ward of 27 beds.

Salary and conditions according to the Rushcliffe Scale. Apply, with full particulars to the Matron, Stepping Hill Hospital, Hazel Grove. (882)

COUNTY BOROUGH OF BURTON UPON TRENT
PUBLIC ASSISTANCE DEPARTMENT
BELVEDERE HOUSE HOSPITAL

Applications are invited for the appointments of **Midwifery Sister** and **Staff Midwife** at the Belvedere House Hospital, Burton-upon-Trent.

Conditions of Service will be as laid down in the Nurses Salaries Committee Reports, and the Salaries will be as follows :—

Midwifery Sister. If S.C.M. and S.R.N., or S.C.M. and R.S.C.N. (or S.C.M. only, if continuously in office since before April 1st, 1938)—£180, rising by annual increments of £10 to £240 per annum. If S.C.M. only and appointed on or after April 1st, 1938—£160, rising by annual increments of £10 to £220 per annum, together with Emoluments valued at £120 per annum, including a cash allowance of 5/- weekly in lieu of part rations not issued from Store.

Staff Midwife.—If S.C.M. and S.R.N. or S.C.M. and R.S.C.N.—£140 rising by annual increments of £10 to £180 per annum. If S.C.M. only,—£120 rising by annual increments of £10 to £170 per annum, together with Emoluments valued at £100 per annum, including a cash allowance of 5/- weekly in lieu of part rations not issued from Store.

Each appointment will be subject to one month's written notice on either side.

Applications must be made upon forms to be obtained from the Public Assistance Officer, Belvedere House, Burton upon Trent, and must be returned to the undersigned, together with copies of three recent testimonials, not later than 10 a.m. on Wednesday November 5th, 1946.

The successful candidate for each appointment will be required to pass a medical examination by the Medical Officer of Health.

Canvassing is prohibited and will be deemed a disqualification.

Town Hall, H. BAILEY CHAPMAN,
Burton upon Trent. Town Clerk.
(886)

SOUTHEND MUNICIPAL HOSPITAL
ROCHFORD

Two **Maternity Sisters** required. Salary and conditions of service in accordance with the Rushcliffe Report.

Application forms can be obtained from the Matron. (999)

CITY OF GLOUCESTER
CITY GENERAL HOSPITAL, GREAT WESTERN ROAD
A MUNICIPAL HOSPITAL AND COMPLETE TRAINING SCHOOL FOR NURSES

Applications are invited for the posts of **Ward Sister; Assistant Nurses;** for chronic ward.

Resident or non-resident—48 hour week.

Salaries in accordance with the recommendations of the Rushcliffe Report, plus £26 per annum Departmental allowance.

Applications, together with name for reference, to be sent to the Matron. (968)

CITY OF PLYMOUTH SANATORIUM
DIDWORTHY, SOUTH BRENT, DEVON

For the Treatment of Pulmonary Tuberculosis—Men, Women and Children—(106 Beds)

Applications are invited for the following posts:

Ward Sisters.
Staff Nurses (Male or Female).
Assistant Nurses (Male or Female).

Rushcliffe salary scales and conditions. Apply, with full particulars to the Matron. (1016)

CHESHIRE COUNTY COUNCIL
CLATTERBRIDGE (COUNTY) GENERAL HOSPITAL, BEBINGTON, WIRRAL
CHILDREN'S WARD SISTER

Applications are invited for the post of **Children's Ward Sister.** Candidates must be State Registered for General Nursing; Sick Children's Certificate an advantage. Rushcliffe scale of salary according to service. Emoluments, uniform, etc. Forms of application to be obtained from the Matron.

IAN MACKAY,
Medical Officer of Health.
(1017)

VICTORIA HOSPITAL, WORKSOP, NOTTS.
(158 Beds)

Sister required for Women's Ward (Surgery and Gynaecology). Rushcliffe scale of salaries and conditions. F.S.S. in force. Applications, giving full particulars to be sent to Matron. (1020)

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
ST. MARY'S INFIRMARY

Two **Sisters,** S.R.N., and S.C.M. required for the Maternity Wards at the above hospital. Salary and conditions of service in accordance with the Rushcliffe Scale. Apply, with full particulars to the Matron, St. Mary's Infirmary, Armley, Leeds, 12. (1029)

CHESTERFIELD ROYAL HOSPITAL

Ward Sister required for Male Surgical Ward. For application forms apply, Matron. (1039)

COUNTY BOROUGH OF STOCKPORT
SHAW HEATH HOSPITAL

Wanted at the Shaw Heath Hospital a **Ward Sister.** Candidates must be State Registered Nurses possessing Institutional experience (C.M.B. Certificate not essential). Salary in accordance with the Rushcliffe Report. Applications to be addressed in writing to the Matron, Shaw Heath Hospital, Stockport.

ARTHUR BOND.
Public Assistance Officer.
Public Assistance Offices,
Shaw Heath Stockport. (1014)

CHELTENHAM DISTRICT NURSING ASSOCIATION

Two Queen's Nurses or **S.R.N.** wanted for General Work. Cyclists. also **two Midwives** for Intern. Work. Salaries in accordance with Rushcliffe Scale. Apply, Superintendent, The Victoria Home, St. James Square, Cheltenham. (898)

ROCHDALE INFIRMARY

Holiday Sister required immediately. Rushcliffe scale of salaries with full emoluments. Apply, with full particulars and giving the name of Matron for a reference to Matron, Rochdale Infirmary. (900)

FLINTSHIRE COUNTY COUNCIL
CATHERINE GLADSTONE MATERNITY HOME
MANCOT ROYAL, QUEENSFERRY

There are immediate vacancies for **Ward Sisters** at the above Maternity Home (23 beds). Salary and emoluments in accordance with experience and Rushcliffe Report.

Applications, stating age, qualifications and experience should be addressed to the County Medical Officer of Health, County Buildings, Mold.

County Buildings. W. HUGH JONES,
Mold. Clerk of the County Council.
(901)

FLINTSHIRE COUNTY COUNCIL
CHATSWORTH HOUSE MATERNITY HOME
WOODLANDS PARK, PRESTATYN

There are immediate vacancies for **Ward Sisters** at the above Maternity Home (22 beds). Salary and emoluments in accordance with experience and Rushcliffe Report.

Applications, stating age, qualifications and experience should be addressed to the County Medical Officer of Health, County Buildings, Mold.

County Buildings, W. HUGH JONES,
Mold. Clerk of the County Council.
(902)

CHESTERFIELD ROYAL HOSPITAL

Ward Sisters required for Womens' Surgical Ward. For application forms apply, Matron. (907)

COUNTY BOROUGH OF SOUTHPORT
ST. KATHARINE'S MATERNITY HOSPITAL
5 LATHOM ROAD, SOUTHPORT

Midwifery Sister required immediately for the above-mentioned hopital (18 beds). Applicants must be State Certified Midwives and State Registered Nurses.

Salary will be in accordance with the provisions of the Rushcliffe Committee. Applications, stating age, experience and qualifications, to be sent to the Matron. (980)

FIFE DISTRICT MENTAL HOSPITAL
CUPAR, FIFE

Departmental Sister required. Applicants must be a Registered General Nurse, and holding a certificate for Mental nursing.

Salary according to the recommendation of the Scottish Nurses Salary Committee, commencing £225. Previous experience will be counted for incremental purposes.

The appointment is subject to the provisions of the Asylum Officers Superannuation Act, 1909.

Applications, stating age, qualifications, and experience together with copies of testimonials to be addressed to the Medical Superintendent. (915)

COUNTY BOROUGH OF WEST HARTLEPOOL
PUBLIC ASSISTANCE COMMITTEE
APPOINTMENTS

Applications are invited for appointment as **Ward Sister** at Howbeck Hospital, West Hartlepool (392 beds). Salary and conditions of service in accordance with the Rushcliffe Committee's Recommendations.

The position is subject to the provisions of the Local Government Superannuation Act, 1937 and contributions at the appropriate rate will be deducted from salary. Applicants must be State Registered Nurses and State Certified Midwives and the successful candidate will be required to pass a medical examination

Forms of application, which may be obtained from the undersigned, should be returned, duly completed, as soon as possible.

Public Assistance Offices, W. E. TUNNELL,
West Hartlepool. Public Assistance Officer.
September 18th, 1946. (923)

COUNTY HOSPITAL, STORNOWAY
(T.B. AND INFECTIOUS DISEASES WARDS)

Sister and **Assistant Nurses** or **Probationers** required for above. New salary scale and superannuation in force. Apply to Miss H. Hemphill, Matron, stating age and experience. (928)

COVENTRY AND WARWICKSHIRE HOSPITAL
COVENTRY
APPROVED TRAINING SCHOOL FOR NURSES

Applications are invited for the following :—

Junior Sister for Central Preliminary Training School—one who is interested in the teaching of probationers.

Staff Nurses for Ward and Departmental duties.

Assistant Nurses for work in Venereal Diseases Department.

Resident or non-resident posts. Salary according to the Rushcliffe scale.

Apply, with full particulars of training and experience to the Matron and Superentendent of Nurses. (931)

KENT COUNTY COUNCIL
EASTRY INSTITUTION, NEAR DOVER

Ward Sister, S.R.M.N. or R.M.P.A., required at the above-named Institution.

Salary according to service within the appropriate Rushcliffe scale, £180-£240 a year, plus an additional £10 a year if also General State Registered, plus long service increments of £20 a year, where applicable.

Full residential emoluments. Uniform. Superannuation. Medical examination necessary.

Application forms and particulars from the Matron at the Institution to whom completed applications should be sent by October 29th, 1946.

County Hall, W. L. PLATTS.
Maidstone. Clerk of the County Council.
October 10th, 1946. (943)

BERKSHIRE COUNTY NURSING ASSOCIATION

Applications are invited from Queen's Nurse Midwives for the following appointments. The work in all areas (except Maidenhead) includes midwifery, general nursing and health visiting. Applicants should be cyclists, motorists or willing to learn to drive. Federation Superannuation Scheme in force. Salaries according to Rushcliffe Scale.

Chiveley, near Newbury. Newly affiliated Association. Small partly furnished cottage. Car provided.

Crowthorne (Sandhurst area). Three nurses employed, each making own living arrangements. One vacancy. Bicycle provided.

Maidenhead. Staff of five, three making own living arrangements. Two vacancies, one as Senior Nurse, to live in modern furnished house. Midwifery and general nursing only undertaken. Bicycles provided.

Newbury. Staff of six living in Home. Vacancy for Senior Nurse and three District Nurse Midwives.

Sutton Courtenay. Three nurses employed each living in own area, one vacancy. Rooms. Car provided.

Wallingford (Cholsey area). Three nurses employed each living in own area. Small modern bungalow, furnished, provided. Garden. Car provided.

Emergency Staff for relief duty in the County.

Apply County Superintendent, Berkshire County Nursing Association, Town Hall Chambers, Reading. (1057)

SALFORD ROYAL HOSPITAL

Sister required for Men's Medical Ward of 20 beds. Rushcliffe conditions in force. Apply with testimonials to Lady Superintendent of Nurses. (965)

London County Council

MENTAL HEALTH SERVICES

STAFF AND STUDENT NURSES

(Women aged 17-40 years) required at hospitals and institutions listed below. Married women eligible. Excellent promotion prospects. Four weeks' annual holiday. Uniform free.

STUDENT NURSES

Full training course (minimum 3 years, maximum 5 years) for mental nursing certificate. Automatic grading as staff nurse on passing final examination. **Salary—Residents—£75,** rising to £85 a year, with free board, lodging and laundry **(for women who have had National Service, a Government grant makes salary up to £100 a year),** and additional single cash payments of £10, £20 and £30 during training. **Non-residents** receive an additional £55 a year, with free meals on duty. A student nurse (general S.R.N.), (two-year mental training course), receives £90-£100 a year.

STAFF NURSES

(Qualified mental or mental deficiency nurses): **Salary—Residents** - £140-£200 a year, plus £10 a year if State-registered general trained nurse. **Non-residents** receive an additional £80 a year. Emoluments as for student nurses.

Neurological Unit—
Sutton Emergency Hospital, Brighton Road, Sutton, Surrey.

Hospitals for nervous and mental disorders—
Banstead (L.C.C.) Hospital, Sutton, Surrey.
Bexley (L.C.C.) Hospital, Bexley, Kent.
Cane Hill Hospital, Couldson, Surrey.
Claybury Hospital, Woodford Bridge, Essex.
Friern Hospital, New Southgate, N.11.
Long Grove Hospital, Epsom, Surrey.
St. Bernard's Hospital, Southall, Middlesex.
St. Ebba's Hospital, Epsom, Surrey.
West Park Hospital, Epsom, Surrey.
Tooting Bec Hospital (for aged and infirm), Tooting Bec Road, S.W.17.

Institutions for the mentally defective—
Darenth Park, Dartford, Kent.
Fountain Hospital, Tooting Grove, S.W.17.
Leavesden Hospital, Abbots Langley, Herts.
Leytonstone House, High Road, E.11.
St. Lawrence's Hospital, Caterham, Surrey.
The Manor, Epsom, Surrey.

Application form and descriptive pamphlet obtainable from Matron at any hospital or institution, or Executive Officer (B), Mental Health Services, County Hall, Westminster Bridge, London, S.E.1. **Free rail voucher from home to take up duty.**

(833)

KENT COUNTY COUNCIL
LYMINGE INSTITUTION
NEAR FOLKESTONE
MILTON INSTITUTION
NEAR SITTINGBOURNE

Ward Sisters, S.R.N., required at the above-named Institutions.

Salary according to service within the appropriate Rushcliffe scale, £160-£220 a year, plus long service increments where applicable. Full residential emoluments. Uniform. Superannuation. Medical examination necessary.

Application forms and particulars obtainable from the Matron at the Institution concerned, to whom completed applications should be sent by October 29th, 1946.

County Hall, W. L. PLATTS.
Maidstone. Clerk of the County Council.
October 10th, 1946. (948)

HUNTINGDONSHIRE COUNTY COUNCIL
PAXTON PARK MATERNITY HOSPITAL,
ST. NEOTS.

Urgently required **Nursery Sister,** S.R.N. and S.C.M. or S.C.M. only with Mothercraft training an advantage.

Staff Midwives, S.R.N. or S.C.M. only, and **Assistant Nurses,** trained or untrained.

Salary according to the Rushcliffe Scale.

Apply, with copies of three recent testimonials, to Matron. (1082)

QUEEN'S INSTITUTE OF DISTRICT NURSING. SCOTTISH BRANCH

Applications are invited from State Registered Nurses to train as Queen's Nursing Sisters—duration of Course six months. Midwifery Training given if not already State Certified Midwife. Appointment after training to Town or Country districts. Ample opportunity for promotion. Salary according to the recommendations of the Scottish Nurses' Salaries Committee. Apply to the Superintendent for Scotland, 26 Castle Terrace, Edinburgh, 1. (31)

QUEEN'S INSTITUTE OF DISTRICT NURSING

Applications are invited from State Registered **Nurses** for training for the Queen's Roll. Training Homes in various parts of England and Wales. Posts in town and country on enrolment. Midwifery training given after district training to suitable candidates. Salaries in accordance with the Rushcliffe Report. Apply, Queen's Institute, 57, Lower Belgrave Street, London, S.W.1 (1062a)

JOHNSON HOSPITAL
SPALDING, LINCOLNSHIRE

Physiotherapist required to take charge of small department. Single handed post. Salary according to Society's new scale. Apply Matron. (x63)

NATIONAL HOSPITAL, QUEEN SQUARE, W.C.1.

FOR THE RELIEF AND CURE OF DISEASES OF THE NERVOUS SYSTEM INCLUDING PARALYSIS AND EPILEPSY

POST GRADUATE COURSE IN NEUROLOGICAL NURSING

With the re-opening of the Hospital to full capacity, there are vacancies for S.R.N.'s to enter as **Staff Nurses** or **Junior Sisters** to participate in this course. For full particulars apply to the Matron. (x485)

BEDFORDSHIRE COUNTY COUNCIL
(PUBLIC ASSISTANCE COMMITTEE)
NURSING STAFF
ST. PETER'S HOSPITAL, BEDFORD

Applications are invited for the undermentioned appointments at St. Peter's Hospital, Bedford, at salaries and conditions in accordance with the Rushcliffe scales:—

Ward Sisters;
Staff Nurses;
Staff Midwives;
Enrolled **Assistant Nurses;**
One **Male Charge Nurse;**
Enrolled **Male Assistant Nurses.**

Ward Orderlies are employed on all Wards to carry out non-nursing duties.

The appointments are subject to the Local Government Superannuation Act, 1937, and the successful applicants will be required to pass a medical examination.

Applications should be sent to the Matron, St. Peter's Hospital, Bedford.

Public Assistance Office, J. B. GRAHAM,
81 High Street, Clerk of the County Council,
Bedford. (978)

CONNAUGHT HOSPITAL,
WALTHAMSTOW, LONDON, E.17

Required for end of November. **Sister in Charge** of Out-patient and Casualty Departments at the above Hospital. Candidates must be fully qualified State-registered Nurses with experience of Male Departments. Applications by letter or personally by appointment to Matron. (1075)

PONTEFRACT GENERAL INFIRMARY
AND
THE HYDES HOSPITAL
(112 Beds)

Non-resident **Masseuse** required immediately. Previous Hospital experience preferable, with M.M.G., M.E., L.E.T. Salary Society's Scale—F.S.S. in force. Applications with testimonials to Matron. (x993)

MIDDLESEX COUNTY COUNCIL
PHYSIOTHERAPISTS

Applications invited from **Chartered Physiotherapists** for whole-time appointments at:—

Chase Farm Hospital, Enfield, Mx.

Clare Hall County Hospital, South Mimms, Barnet, Herts.—Experience with chest cases an advantage.

North Middlesex County Hospital, Edmonton, N.18.—Required urgently for rehabilitation dept.

Redhill County Hospital, Edgware, Mx.

Hillingdon County Hospital, Nr. Uxbridge, Mx.—Staff of 11; fracture unit; chest work and rehabilitation.

Salary as recommended by Joint Negotiating Committee on Salaries and Wages (Hosp. Staffs); minimum commencing salary £270 p.a. inclusive; by annual increments of £12 10s. to £345 p.a. Previous experience as physiotherapist may be taken into consideration in determining commencing salary. M.M.G., M.E., and L.E.T. certificates required for all posts. Non-resident. Established and pensionable, subject to medical examination.

Application forms and full particulars from Matron of Hospital where appointment required.

Middlesex Guildhall, C. W. RADCLIFFE,
Westminster, Clerk of the County Council.
S.W.1. (A.450). (490)
27.9.46.

MIDDLESEX COUNTY COUNCIL
ASHFORD COUNTY HOSPITAL, MX.

Fracture Department requires **Head Occupational Therapist** (fully qualified; in charge of one assistant). Commencing salary £270 p.a. plus current bonus (now £60 p.a.); annual increments of £15 up to £300 p.a. considered. Scale under consideration.

Assistant Occupational Therapist (qualified). Commencing salary £220 p.a. plus current bonus (now £60 p.a.); annual increments of £10 up to £240 p.a. considered, if holding "1943 Certificate" only, salary reduced by £20 p.a. Scale under consideration. Both appointments unestablished, non-resident, whole-time and subject to medical examination. Application, stating age, quals., exper., enclosing copies of up to 3 recent testimonials and names of three references, to Matron of Hospital, as soon as possible. Application forms not provided. (A.456). (487)

CITY OF NOTTINGHAM
CITY HOSPITAL
HUCKNALL ROAD, NOTTINGHAM

Superintendent Physiotherapist and **Assistant Physiotherapist** required immediately. New recognised Scales and conditions of service apply to these appointments. Superannuated subject to satisfactory medical examination under the Local Government Superannuation Scheme. Posts are non-resident. Apply for application forms to Matron, City Hospital, Hucknall Road, Nottingham. (527)

ROYAL SOUTH HANTS AND SOUTHAMPTON HOSPITAL

Two non-resident **Physiotherapists** required, with Orthopaedic Nursing Certificate desirable but not essential. Salary according to recent recommendations of Joint Negotiating Council, F.S.S.N. in force Uniform provided. Apply to the Matron. (698)

THE ROYAL HOSPITAL, WOLVERHAMPTON
(Incorporated under Royal Charter)
(310 Beds)

Fully-qualified **Physio-therapists** required immediately, non-resident, lunch and tea provided. Salary in accordance with recommendations of the Joint Negotiating Committee (Hospital Staffs.) Superannuation Scheme in force.

Apply, stating full particulars of training and experience to the Matron. (803)

GLOUCESTERSHIRE ROYAL INFIRMARY
(250 Beds)

Senior Radiographer required for increase of staff in X-ray Dept. Experienced in Deep Therapy treatment. New scales of salary.

Two **Assistant Radiographers.** For diagnostic radiography. New scales of salary.

Two **Assistant Physiotherapists** required. Chartered Society qualifications. New scales of salary

Application forms obtainable from Matron, Royal Infirmary, Gloucester, in each instance. (624)

CAMERON HOSPITAL
WEST HARTLEPOOL

Assistant Physiotherapist required, C.S.P., M.E., L.E.T. Non-resident. Salary, Society's Scale. F.S.S in force.

Applications, stating age, qualifications, and experience, together with two recent testimonials, to be addressed to the Matron. (813)

CLACTON & DISTRICT HOSPITAL
CLACTON-ON-SEA

Physiotherapist required to assist in small busy department. Salary to scale, uniform allowance, resident or non-resident. Apply with full particulars to Matron. (Post vacant now). (814)

HULL ROYAL INFIRMARY

Assistant Physiotherapist (non-resident) required. Salary £270 per annum, rising by annual increments of £12 10s. 0d. to £345. Federated Superannuation Scheme. Apply, stating age, experience, and with recent references, to Matron. (827)

KETTERING GENERAL HOSPITAL

Assistant Physiotherapist required. Must have all the qualifications of the C.S.M.M.G. Salary according to the Chartered Institute scale of salaries. Post may be resident or non-resident, according to the applicant's choice according to the Matron. (x117)

ROYAL HALIFAX INFIRMARY

Assistant Physiotherapist required. Resident or Non-resident. Salary according to C.S.P. Scale. Apply with particulars of training and experience to the Matron. (x112)

COUNTY BOROUGH OF SOUTHAMPTON
BOROUGH GENERAL HOSPITAL
X-RAY DEPARTMENT

Assistant Radiographer required at the Borough General Hospital, Shirley Warren, Southampton, at a salary in accordance with the Joint Negotiating Committee (Hospital Staffs.)

Applications, giving full particulars of experience etc., should be addressed to the undermentioned as soon as possible.

Civic Centre, Southampton. H. C. MAURICE WILLIAMS, Medical Officer of Health.
October 1946. (854)

MIDDLESEX COUNTY COUNCIL
HILLINGDON COUNTY HOSPITAL
NEAR UXBRIDGE, MX.
SUPERINTENDENT PHYSIOTHERAPIST

To take charge of busy department with 10 assistants. Applications invited from Chartered Physiotherapists with M.M.G., M.E. and L.E.T certificates and good experience. Salary as recommended by Joint Negotiating Committee on Salaries and Wages (Hosp. Staffs). minimum commencing salary £420 p.a. inclusive; by annual increments of £15 to £510 p.a. Previous experience as superintendent physiotherapist may be taken into consideration in determining commencing salary. Non-resident, whole-time, established and pensionable appointment, subject to medical examination. Application stating age, qualifications, experience, enclosing copies of up to 3 recent testimonials to Matron, of Hospital as soon as possible. Application forms not provided.

C. W. RADCLIFFE,
Clerk of the County Council.

Middlesex Guildhall,
Westminster, S.W.1. (A.505) (847)

CITY AND COUNTY OF BRISTOL
DEPARTMENT OF PUBLIC HEALTH

Applications are invited for the appointment of **Temporary Occupational Therapist.** Salary, if qualified £250—£300 per annum; if unqualified £200 per annum plus war bonus which at present, amounts to £48 2s. per annum.

Applications to be made to the Medical Officer of Health, Kenwith Lodge, Westbury Park, Bristol, 6. (859)

WHITEHAVEN AND WEST CUMBERLAND HOSPITAL, WHITEHAVEN

A **Physiotherapist** is required at the above hospital. J.N.C. Salary scale in force. Applications, stating qualifications and experience, together with copies of two testimonials, to be forwarded to the Secretary-Superintendent immediately. (899)

THE LONDON COUNTY COUNCIL
NURSING RECRUITMENT CENTRE

is open Mondays to Fridays from 9.30 a.m. to 5 p.m. (Tuesdays and Thursdays to 8 p.m.) to advise, help and offer vacancies in all grades of nursing and domestic positions in the London County Council Hospitals and Nurseries.

Call or write—

The Nursing Recruitment Centre (B),
L.C.C. County Hall,
Westminster Bridge, S.E.1. (91)

CITY AND COUNTY OF BRISTOL
DEPARTMENT OF PUBLIC HEALTH

Applications are invited for the appointment of temporary female **Physiotherapists** at the Central Health Clinic and at Southmead Municipal General Hospital.

Salary £210 x £10 x £250 per annum plus war bonus, which at present amounts to £48 2s. per annum, with uniform and laundry valued at £11 per annum.

Applications to be made to the Medical Officer of Health, Kenwith Lodge, Westbury Park, Bristol, 6. (861)

BATH AND WESSEX CHILDREN'S ORTHOPAEDIC HOSPITAL
COMBE PARK, BATH

Fully qualified **Physiotherapist** required. Non-resident post. New scale of salaries adopted. Federated Superannuation Scheme in force.

Applications giving full particulars and names for reference to be addressed to the Matron. (863)

SAVERNAKE HOSPITAL, MARLBOROUGH

Radiographer (non-resident) required. Physiotherapy qualifications an advantage. Salary according to new scales. Applications to be addressed to the Secretary Accountant. (934)

THE BOLTON ROYAL INFIRMARY
(245 Beds plus Auxiliary Hospital of 43 Beds)

A vacancy exists for an **Occupational Therapist.** Salary and conditions in accordance with current rates. Applications, stating age, qualifications and experience, to be made in writing and accompanied by two recent testimonials, addressed to the undersigned.

JOSEPH GRIFFITH,
Superintendent Secretary.
(937)

MANCHESTER AND SALFORD DISTRICT NURSING INSTITUTION

Physiotherapist required for mobile unit for home treatment. C.S.P. scale of salary. Accommodation in Nurses' Home available if desired.

Apply, giving full particulars to General Secretary, Manchester and Salford District Nursing Institution, 3 St. James's Square, Manchester, 2. (884)

LONDON COUNTY COUNCIL

Physiotherapist (man or woman) required at the Maudsley Hospital (for neuroses and curable mental disorders—voluntary patients), Denmark Hill, S.E.5. Must be registered with Chartered Society of Physiotherapy. Salary £270, rising to £345 a year. Commencing salary according to experience. Application forms, returnable by October 18th, 1946 from Medical Officer of Health (i), Mental Health Services, County Hall, Westminster Bridge S.E.1 (2397) (1010)

ROYAL SALOP INFIRMARY
SHREWSBURY

Assistant Radiographer required immediately. M.S.R. and some therapy experience essential. Salary according to B.H.A. Scale. Apply to Matron with full particulars. (1018)

BOROUGH OF LEYTON
COMMITTEE FOR EDUCATION

Applications are invited for the post of **Physiotherapist** (female) to the School Health, and Maternity and Child Welfare Services.

Applicants should be Registered Medical Auxiliaries holding the full qualifications of the Chartered Society of Physiotherapy.

The commencing salary will be £300 per annum, plus bonus (at present 18/6 per week) rising by annual increments of £15 to £360 per annum.

The appointment is subject to the provisions of the Local Government Superannuation Act, 1937, and the successful applicant may be required to pass a medical examination by the Medical Officer of Health.

Application forms may be obtained from the Borough Education Officer, Education Offices, Kirkdale Road, Leytonstone, E.11, to whom they should be returned not later than November, 1946.

Town Hall, Leyton, E.10. D. J. OSBORNE, Town Clerk. (954)

LONDON COUNTY COUNCIL

Applications are invited for fully qualified **Physiotherapists** (non-resident) at Hammersmith Hospital, Du Cane Road, Shepherds Bush, W.12.

One **Superintendent Physiotherapist** (4—8 assistants). Salary £350—£15—£440 a year.

Two **Physiotherapists.** Salary £270—£12 10s.—£345 a year.

Commencing point on scales in accordance with previous experience. Apply, to Matron of hospital. (1011)

THE BOLTON ROYAL INFIRMARY
DEPARTMENT OF PHYSIOTHERAPY

Assistant Physiotherapist (woman) required. Salary and conditions in accordance with the National Scales. Candidates must possess the full qualifications of the Chartered Society of Physiotherapy. Applications, stating age, qualifications, and experience to be made in writing and accompanied by two recent testimonials, addressed to the undersigned.

JOSEPH GRIFFITH,
Superintendent Secretary.
(986)

BRADFORD ROYAL INFIRMARY

Experienced Physiotherapist required with Diploma of Physical Training College. Salary in accordance with the New Joint Negotiating Committee Scale, plus £20 p.a. for additional qualification required.

Assistant Physiotherapists required for increase of staff. Active fracture clinic, plaster theatre, large gymnasium and all the latest electrical appliances. Non-resident. Salary according to experience within the New Joint Negotiating Committee Scale of salaries. Apply, with references to Lady Superintendent. (989)

HARPENDEN AUXILIARY HOSPITAL
HARPENDEN, HERTS

Staff Nurse required for general wards. Salary according to Rushcliffe scale, F.S.S. in force. **Apply with full particulars to Matron. (655)**

SURREY COUNTY COUNCIL

Nursing staff required. Rushcliffe salary and service conditions

STAFF NURSES and STAFF MIDWIVES at

Dorking County Hospital, Horsham Road, Dorking.

Farnham County Hospital, Hale Road, Farnham. (Including one Staff Nurse for O.P. Department).

Epsom County Hospital, Dorking Road, Epsom.

Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames. (Including Theatre Staff Nurses).

St. Luke's Hospital, Guildford, (Including two Staff Nurses, R.M.P.A.).

Redhill County Hospital, Earlswood Common, Redhill. (T.A. and S.R.N. Also Theatre Staff Nurse required).

St. Helier County Hospital, Wrythe Lane, Carshalton. S.R.C.N., S.C.N. and T.A. Certificate; also with V.D. experience, and R.F.N. only.)

STAFF NURSES at

Ewell Park Hospital, London Rd., Ewell. Non-Resident. (Long-standing male patients).

St. Peter's Hospital, Chertsey.

Surrey County Sanatorium, Milford, Near Godalming. (Also one Theatre Staff Nurse).

Cumberland House Hospital, Whitford Gardens, Mitcham. (T.B.).

Application to Matron of appropriate Hospital. (1080)

CITY OF PORTSMOUTH
SAINT MARY'S HOSPITAL

Applications are invited for the positions of three **Physiotherapists** (non-resident) at the above Hospital.

Applicants must hold the approved Certificate of the Chartered Society of Physiotherapists and the successful applicants will be required to work under the direction of the Superintendent Physiotherapist.

Salary at the rate of £270, rising by increments of £12 10s. 0d. to £345 per annum, commencing salary to be fixed according to the experience of the successful applicants. Uniform is supplied, and lunch and tea can be provided at the Hospital, in which case a deduction of £20 per annum will be made.

Application forms may be obtained from, and must be returned to, the Medical Officer of Health, Municipal Offices, 1, Western Parade, Southsea, not later than November 2nd, 1946.

City Council Chambers, 1, Clarence Parade, Southsea. V. BLANCHARD, Town Clerk.
October 10th, 1946. (1058)

EAST SUFFOLK AND IPSWICH HOSPITAL
IPSWICH—(400 Beds)

Staff Nurses required for General and Private Wards. Rushcliffe scale of salaries. F.S.S.N. in force. **Apply to Matron.** (90)

SOUTHEND GENERAL HOSPITAL

Vacancy for Staff Nurse as **Night Assistant.** Five nights off monthly. Apply, Matron. (712)

MARKET HARBOROUGH HOSPITAL

Wanted urgently two **Midwives** to avoid closing modern unit of 15 beds. Full Rushcliffe and amenities. F.S.S.N. Apply Matron. (546)

WILTSHIRE COUNTY COUNCIL
BERRYFIELD HOUSE, BRADFORD-ON-AVON, AND OLD COTTAGE HOSPITAL, MELKSHAM, EMERGENCY MATERNITY HOMES
APPOINTMENT OF STAFF MIDWIVES AND ASSISTANT NURSES

Applications are invited for vacant appointments as **Staff Midwives** and **Assistant Nurses** at the above Unit. Berryfield House is a training school for Part I of the Central Midwives Board examination. The salary scale will be in accordance with the recommendations of the Midwives' Salaries Committee.

Applications should be addressed to one or other of the Matrons of the respective Maternity Homes in the Unit—Berryfield House, Bradford-on-Avon, and the Old Cottage Hospital, Melksham.

County Hall, Trowbridge. P. A. SELBORNE STRINGER, Clerk of the Council. (553)

ROYAL HAMPSHIRE COUNTY HOSPITAL
WINCHESTER

Staff Nurses required. Rushcliffe Scale. F.S.S. in force. Apply with full particulars of training and experience to Matron. (767)

WILTSHIRE COUNTY COUNCIL
CORSHAM MATERNITY HOME
APPOINTMENT OF STAFF MIDWIVES AND ASSISTANT NURSES

Applications are invited for appointments of **Staff Midwives** and **Assistant Nurses** at the above. Salary scales will be in accordance with the the recommendations of the Midwives' Salaries Committee.

Applications should be addressed directly to the Matron, Maternity Home, Corsham, Wilts.

The successful candidates will be required to pass a medical examination before the appointments are confirmed, and will also be required to contribute with the Local Government Superannuation Act, 1937.

County Hall, Trowbridge. P. A. SELBORNE STRINGER. Clerk of the County Council. (554)

THE ROYAL LANCASTER INFIRMARY, LANCASTER
VOLUNTARY HOSPITAL—251 Beds

Staff Nurses wanted immediately. Rushcliffe scales of salary adopted. F.S.S. in force. Apply for full particulars to The Matron. (562)

COUNTY BOROUGH OF ROCHDALE
BIRCH HILL HOSPITAL
MODERN MATERNITY UNIT—50 Beds

Staff Midwives required for day and night duty and for nursery duties. Part 1 Midwifery Training School, approved for training for the Gas and Air Analgesic Certificates.

Salary and conditions according to the Rushcliffe Scale—commencing salary varying according to experience and service.

The appointment is designated under the Local Government Superannuation Act, 1937, and the successful candidates will be required to pass a medical examination.

Application forms may be obtained from, and should be returned to, Matron, Birch Hill Hospital, Rochdale. (573)

CLASSIFIED ADVERTISEMENTS CONTINUED ON PAGE 814

JOURNAL OF THE ROYAL COLLEGE OF NURSING

Nursing Times

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EDITOR: MISS K. F. ARMSTRONG, S.R.N., S.C.M., DIPLOMA IN NURSING, LONDON UNIVERSITY

The Conquest of Pain

DURING the next two or three weeks the medical world will celebrate the centenary of the introduction of surgical anaesthesia. It was actually on October 16, 1846, that W. T. P. Morton, a dentist of Boston, U.S.A., gave the first general anaesthetic successfully to an operation case at Massachusetts General Hospital. The anaesthetic that he used was ether and the patient, a young printer, had a tumour of the neck which was excised by the surgeon, J. C. Warren. The apparatus he used can still be seen at the hospital where it has been carefully kept because of its historic interest. A few weeks later, actually on December 21, 1846, the first anaesthetic was given in England at University College Hospital, where Liston, whose name is attached to the now-little-used Long Liston Splint, carried out two major operations under anaesthesia: Joseph Lister, a medical student at the hospital at that time was present during the operation. History has always claimed that this was the first use of a general anaesthetic in Europe, but it now appears that an operation for amputation of a limb was carried out at an earlier date at the Dumfries and Galloway Royal Infirmary (see the *British Medical Journal*, October 12, page 530).

Actually anaesthesia had been used earlier in dentistry. In 1799, Sir Humphry Davy had himself experimented with the inhalation of nitrous oxide, or gas, in the pure state, and recorded its effects. He suggested that it might "be used with advantage during surgical operations," but his suggestion was not followed up though parties of scientists and others attended and inhaled the gas for the amusement of watching its effects on themselves and others—and it became known as "laughing gas"—though we understand that the onlookers had more of the laughter than the participants. It was left to an American dentist Wells, of Hartford, Connecticut, to use gas first for the relief of pain during a dental extraction, he was himself the first patient, a colleague performing the extraction on December 11, 1844. A few weeks later he gave a demonstration for Mr. Warren—the same surgeon whose case received the first general anaesthetic by ether the following year, but the patient groaned, and although he said he felt no pain, the onlookers decided it was a hoax. Wells, however, continued to use gas successfully for a short time till one of his patients died under the anaesthetic and he committed suicide.

The use of ether spread to the continent in the early weeks of 1847, and, unlike Joseph Lister's discovery of germ infection as the cause of sepsis, met with no opposition. Its value was obvious: throughout the centuries surgeons had been searching unsuccessfully for a certain means of making their operations painless.

Simpson, of Edinburgh, also used ether for midwifery cases in January of 1847, but his patients objected to the smell of it, so that he sought for an alternative and discovered chloroform, which he first used in October, 1847. Hence these two main anaesthetics came into use within a year of one another about a century ago and remained the chief means of relieving pain during surgical operations for many years. The importance of these discoveries in the fight against disease is outstanding; together with the introduction of antiseptics and asepsis they were life-saving and their value in extending the field of surgery cannot be underestimated. They are both derivatives of alcohol.

FOR INFORMATION

WHEN the Trade Disputes and Trade Unions Act, 1927, was repealed in May, 1946, we pointed out to our readers that it would no longer be unlawful for employers to demand that all their workers should belong to a trade union. This is a matter of importance to nurses, as, before 1927, a certain number of local authorities made membership of a trade union a condition of employment. As was expected, a few local authorities have already passed resolutions of such a nature. In one case, the council resolved that members of staff should be required to belong to a trade union or an appropriate professional organization. In another the local authority's resolution referred simply to membership of a trade union. The question affects the medical profession as well as the nursing profession: medical officers of municipal hospitals and medical officers of health are among those in the employment of the local authorities as well as the nursing staff of these hospitals and the public health nursing staffs. Nurses will find helpful the statements of the organizations which represent the doctor.

State-registered nurses will be interested because, like the doctors, they are to a large extent already organized in a professional organization, the Royal College of Nursing. This is to the nursing profession what the British Medical Association is to the medical profession. Neither organization is a trade union. The *British Medical Journal* of September 21 makes a statement of facts concerning this matter which may well prove helpful to the nursing profession. During the period of reconstruction following the war of 1914-1918, a section of the British Medical Association demanded its re-organization contending

A cup of tea for Lady Anne at the Royal Sussex County Hospital, Brighton: four year old Valerie, a patient, acts hostess to the eldest daughter of the Duke of Norfolk. She had just opened the new Catherine James children's ward

that, to be effective, it should modify its constitution and become a registered trade union: the statement suggests that this controversy may be revived by the repeal of the Trade Disputes and Trade Unions Act, 1927.

The British Medical Association, without committing itself in any way, sought legal opinion in 1919, as to whether the Association could be registered as a trade union. The answer was that it could not. A trade union, for the purposes of the Trade Union Acts, 1871-1913, is any combination, whether temporary or permanent, the principal objects of which under its constitution are "statutory" objects. "Statutory objects" means under these acts:—

(i) the regulation of the relations between workmen and masters, or between workmen and workman, or between masters and masters, or (ii) the imposing of restrictive conditions on the conduct of any trade or business, and also (iii) the provision of benefits to members.

In 1946, the Association again sought legal advice as to whether it could become registered when the Trade Disputes and Trade Unions Act, 1927, was repealed. The answer was, again, that it could not and that if the members wanted their organization to become a trade union, the Association would have to be wound up, a new body formed, and the assets of the Association would be the property of the members and could not be transferred to the new body.

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The British Medical Association is a limited company, with the licence of the Board of Trade to omit the word "limited" from its title, being an association formed for scientific purposes and not for profit. Its primary object is "to promote the medical and allied sciences and to maintain the honour and interests of the medical profession"; 80 per cent. of the doctors of the country belong to it and it is recognized by the Government and the associations of local authorities as the negotiating body for the medical profession.

The Counsel consulted expressed the view that members of the medical profession were neither masters nor workmen within the meaning of the Trade Unions Acts. The only effective "statutory objects" which it could adopt as its principal objective would, therefore, have been the imposing of restrictive conditions on the conduct of their business, and the provision of benefits for members. The main question for the medical profession is, therefore, whether it can properly adopt as one of its principal objects the restriction of the services that it affords —can it withdraw its services from the public? You will notice that the members have not been asked whether they want the Association to become a trade union: since legal opinion is that the Association cannot become a trade union, this step is not practical: the members as a whole obviously appear to be of the opinion that their professional organization, with its object of promoting improved medical knowledge and the honour and interests of the profession, and its recognition as a negotiating body by the Government and other employers, is best suited to their needs as medical men.

Attention! Nurses of the London Homoeopathic Hospital form a guard of honour for Queen Mary, who attended the first showing of "The Magic Bow," which was in aid of their hospital

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The Royal College of Nursing was, in its early days, also a limited company, but, in 1928, by a Royal Charter granted to it by King George V, it became a Corporation, and, in 1940, received the gracious permission of King George VI to take the title "The Royal College of Nursing." The objects for which the College is established and incorporated are set out in Article 2 of its charter: they are too long for us to quote them in full here, but the first among them are:—

(*a*) to promote the science and art of nursing and the better education and training of nurses and their efficiency in the profession of nursing; (*b*) to promote the advance of nursing as a profession in all or any of its branches; (*c*) to assist nurses who, by reason of adversity, ill health or otherwise are in need of assistance of any nature.

In other words, as in the British Medical Association, one of the main objects of the Royal College of Nursing, is to improve the nursing services that its members offer to the nation, although they include the provision of benefits for members and the promotion of the interests of nurses, which the College carries out in its recognized position as a negotiating body for the nursing profession, with the Ministries of Health and Labour, other Government Departments, and other employing bodies.

If employers of nurses do insist that all their employees become members of a trade union or a professional organization, membership of the Royal College of Nursing satisfies the condition as does membership of the British Medical Association.

Legally the importance of being a trade union is that such a body is freed from the Conspiracy Acts and all the legal penalties of acting in restraint of trade, etcetera, which would normally fall upon a body of people acting together: since the nursing profession has nothing to do with trade, and has as its primary object the care of the sick and the prevention of illness, it may well seem to its members that under no circumstances should they be restrained from carrying out their professional work and that, therefore, trade union organization is unsuited to its duties and to its ideals.

In this connection, we would point out to members that this matter has recently arisen in South Africa, where the South African Nursing Association has been made also the statutory examining and registering body in the Union; the question as to whether the South African nurses should be organized in a trade union or a professional organization was discussed when the legislation dealing with nursing matters was being passed: the trade union leaders themselves recommended that trade union organization was unsuitable for the nursing profession, an opinion with which the leaders and general membership of the Association agreed.

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The question of compulsory membership of a trade union or of a professional organization has been much in the news because of the demands of workers in certain industries for the "closed shop"; this has been as a rule a demand from the workers—not the employers—that all persons working at their place of employment shall be members of a union. By "the closed shop" is meant that all workers in a certain industry, factory or undertaking must belong to a trade union, but there is considerable difference of interpretation as to the exact meaning of the term. Some suggest that it means that all the workers must belong to one and the same specified union: others, that it means that workers must belong to a trade union affiliated to the Trades Union Congress: others, that it means that workers must belong to a recognized trade union, but may choose whichever union they prefer.

While it is aggravating to those members who have given freely of their time, money and effort to obtain the improvements of salaries, of hours and conditions of work which have resulted from membership of organizations such as the Royal College of Nursing and various trade unions, when they see some of their colleagues accepting all these benefits without helping either financially and by their work to obtain them and, perhaps, without realizing how they have been won, nevertheless the majority do not want compulsory membership. Membership

based on conviction is live membership and makes the organization a vital force: membership based on compulsion provides so much "dead wood" for the organization to carry, which weakens rather than strengthens it. Compulsory membership may appeal to some workers as a means of ensuring that all carry their share of the responsibility of improving conditions of work. It will certainly not appeal to all and we believe the majority of nurses would prefer freedom to do as their consciences and convictions dictate and hope to get fuller membership with the better development of the sense of professional responsibility as well as personal responsibility in nurses as a whole. Few nurses fail to accept their full responsibilities for the care of their patients satisfactorily. Quite a large number still do not realize that they also have responsibilities to other members of the nursing profession to work for conditions which will make possible still better care for the sick as a whole.

Why should employers, also, demand membership of an organization or union? The reason why, in industry and the professions, this question has arisen is that it has become the custom for wages or salaries and conditions of work to be settled for each individual group or type by negotiation between organizations representing the employers and organizations representing the employed. These negotiations take considerable time and demand much patience and hard work. (The negotiation of the Rushcliffe Salary Scales for Nurses actually began early in 1941, and the first report was not ready till 1943, but this was exceptional and was due, in part, to the very large numbers of different types and grades of nursing work and probably, in part, to the very low scales of pay which had been accepted in the past). From the employers' point of view it is essential that the bodies with which they negotiate do speak for the profession or trade which they purport to represent. If, for example, a trade union or organization accepts a certain wage or salary scale and certain hours, the employers expect the workers to accept these decisions. Recently this has not always followed. Nothing of this kind has occurred in the nursing profession to our knowledge to make it desirable for employers to enforce compulsory membership of the organizations and trade unions.

THIS WEEK

A BIGGER NURSING TIMES

The *Nursing Times* will have more paper from November 1. Besides making more copies available to readers, we can now afford to forget a little of our war-time austerity. The bigger *Nursing Times* will contain more professional material as well as lighter features and articles for off-duty times. Our crossword puzzles will begin again.

Topical Notes

Something to Read . . . .

THE debate on the second reading of the National Health Service Bill in the House of Lords on October 8 and 9 proved as good as we had anticipated for this measure has the support and interest of members of all parties though some have much to criticize. In the words of the Lord Chancellor, as he closed the debate on the second day: "I think this House has been at its very best in the last two days and that is indeed high praise". We recommend all readers who are interested in the subject and in the art of debating to get copies of *Hansard* ("Parliamentary Debates:" The House of Lords: Vol. 143, Nos. 128, 129 price sixpence each, obtainable from His Majesty's Stationery Office, Kingsway, London, W.C.2), for the two days and read them for themselves, if they have not already done so. They make good reading. The Lord Chancellor, Lord Jowitt, moved the second reading for the Government, starting by paying a tribute to the country's medical service and saying it would be foolish to destroy what is good, but that the Bill should improve what is good without losing or destroying the great merits it has to-day. On the other hand the Bill would "introduce an altered, extended and in some respects a new service." It was not "a Bill to preserve ancient monuments." He then outlined various parts, claiming that the Bill was in simple language, and "as curt as the Commandments." Picturing the Ministry of Health as "the Commander-in-Chief against a very dangerous enemy, the forces of disease and ill health," he justified the power of making regulations which the Bill gives to the Minister, and which many members criticized as giving him excessive powers, by submitting that the government did not lay claim to "pompous infallibility," that they would learn by experience and must inevitably make mistakes, from which they would profit. They did not want to be fitted into the "strait waistcoat of a tight legislative scheme."

. . . . And to Think About

WITH regard to machinery he said towards the close of his speech "We want professional skill, we want no unskilled interference with the professional craftsmanship of training. The doctor, dentist or the nurse must be completely free from political factors or lay directors." Every doctor and every nurse will echo this opinion: the debate showed that a number of the noble lords who spoke did not feel that the Bill would ensure this ideal position. The Earl of Munster regretted the removal of the hospital services from the charge of the local authorities and the maternity and the health services from the minor local authorities. He also spoke strongly against the uses of endowments for other purposes than those for which they were given. Lord Moran stressed the importance of the influence of the University and the specialists attached to them and their medical schools as the centres of the regionalization scheme, improving the efficiency of hospitals brought into contact with them. He also pointed out the danger of advisory committees which were given no opportunity to advise but "given a carefully prepared menu to keep them out of mischief." Lord Horder also referred to consultations in which those invited were merely asked to approve plans already drawn up and not really open to change. Many regretted the passing of voluntary hospitals to the State. The Lord Chancellor told how he had listened to a Broadcast Appeal for a voluntary hospital and "buttoned up his pockets" because there was a long waiting list of patients urgently needing treatment: he decided the State should step in. He seems to have forgotten that the tuberculous also have to wait for admission, although their care is not left to voluntary effort. We give extracts from the speeches on page 812.

Testing Temperament

THE use of selection tests for medical students during the war has provided further proof of the value of the short answer examination as opposed to the essay type in getting more uniform standards of the assessment of the ability of would-be candidates for a professional training. The work is described fully in the *British Medical Journal* of September 21. Considerable experiment has resulted from the fact that large numbers of women have offered themselves for the vacancies available, making it impossible to select solely by interview. As a result of the experience gained, there is growing support for the types of test used in intelligence and aptitude testing, but the testing of suitability of character for medical work has not been assayed and has been left to interview by a selection committee, working together or by individual interviews. Similar problems face those nursing schools which have a sufficiency of applicants to make selection possible and the question of testing character and personality is of special importance in these professions which have human beings as their material.

The Cap Beautiful

THE nurse's cap has pride of place amongst her uniform—drab shoes, black stockings, an outmoded dress, aprons without straps—all these she puts up with provided her cap is right. Miss Mary Stocks has stirred up a hornet's nest: in a letter to the *Daily Telegraph* she suggests that the nurse's cap is as out of place to-day as would be the lace cap of her predecessor on her own head. Now the lace cap was a mere fashion adopted by old ladies of the past: the nurse's cap is a tradition, a symbol of her service to humanity, a useful object that keeps her hair in place, and an attractive decoration that commands respect. The nurse herself is not alone in appreciating the value of a good hat: young people have often asked that a nurse who is addressing them should come "in uniform" and, although some caps demand criticism and need reform, the cap in essence is not to be discarded lightly but rather to be treasured and improved in each generation.

Pictures to See

THE exhibition arranged in aid of the King Edward's Hospital Fund for London of the Sir Harold Wernher Collection at the Wildenstein Galleries, 147 New Bond Street, W.1, provides a unique opportunity. The national collections of pictures are large and contain magnificent examples of the work of old masters—Dutch, English, Flemish and Italian; yet there is much to be learnt from seeing new examples. Many visitors will find joy in recognizing something of Botticelli's gaiety, Rembrandt's integrity, Goya's telling realism and Franz Hals' fun, hidden behind almost sentimental charm, in pictures which they had not seen before. The exhibition is open until November 9.

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NURSING PROBLEMS IN THE REHABILITATION OF SPINAL CORD INJURIES

By L. GUTTMANN, M.D. Neurological Surgeon in charge of Head and Spinal Injuries Centre, Ministry of Pensions Hospital, Stoke Mandeville, Aylesbury, Buckinghamshire

AMONG the major medical achievements in the recent world war, the gratifying results obtained in the treatment of casualties with spinal cord injuries are worthy of mention. It has been shown, beyond any doubt, that paraplegics, if treated properly from the start, are by no means such troublesome and hopeless patients as was previously thought. Indeed, the dread of uselessness that haunted their lives and filled their eyes when admitted into hospital after injury, has been removed, and many of them are being transformed from unwanted, doomed cripples, into useful members of society again. Rehabilitation of paraplegics includes a long series of activities, which can only be carried out efficiently by a closely co-ordinated team of men and women, in which the nursing staff has to bear a supreme responsibility from the start, and throughout all the stages of physical and psychological readjustment of these cases.

In this paper, the chief nursing problems which have emerged from experience gained in the Head and Spinal Injuries Centre at Stoke Mandeville, during the war are described. Certain concepts and principles can serve as guides in the future for the treatment of spinal cord lesions due to any cause.

Organization

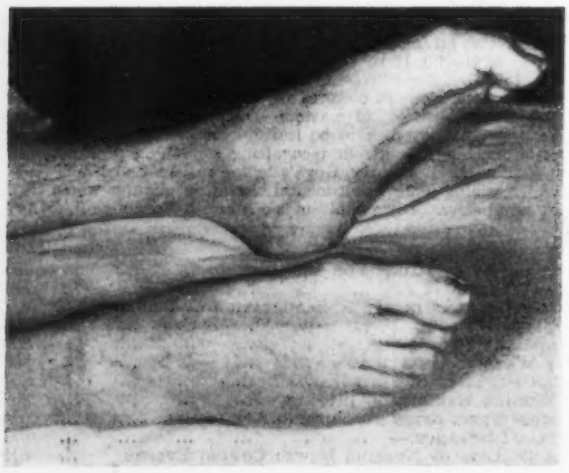
Generally speaking, in view of the many details connected with rehabilitation of paraplegics, it cannot be expected that a paraplegic will receive permanently that meticulous treatment and care which are so vital for his rehabilitation, in a busy medical, surgical, neurosurgical, or orthopaedic ward. Therefore, if in a general ward no special nursing facilities by female *and* male nursing staff are available for such a case from the start, his immediate transfer to a spinal centre—for long distances, preferably by air—is vital, and should be asked for most urgently. It has been the experience of this and other spinal centres that paraplegics have been admitted from general hospitals in quite appalling conditions, when sufficient nursing staff has not been available and when their transfer to a centre has been delayed.

Two fundamentals, from an organization point of view, cannot be too strongly emphasized—

1. Nursing and auxiliary staff for the treatment of paraplegics must be large, although naturally the number will vary according to the severity of the cases. In this centre, it has been found that the following nursing day staff, spread over several shifts, are the minimum number necessary to run a ward of 24 heavy cases efficiently :—1 sister in charge; 2 nursing sisters; 2-3 nursing auxiliaries; and 8 orderlies. The night staff should consist of at least 1 sister in charge of two wards, and 1 nurse and 2 orderlies for each ward.

2. The nursing staff should be left to continue work for a long time in spinal wards. The usual practice of changing the nursing staff from one department to another at short intervals will always prove detrimental to the efficient care of spinal cases and should not be applied to a spinal ward.

Figure 1 : *profound flexor contractures resulting from neglect of the position of the feet and toes in a case of a cauda equina lesion. To keep the limbs of such a patient in a proper position in the early stages is one of the chief nursing responsibilities*



For the Male Orderly

The care of paraplegics should, where possible, be divided between nurses and orderlies. There are some responsibilities in the treatment which should not be left entirely to female nurses—in particular, the lifting of the paralysed men, especially in the early stages. This task, in conjunction with the changing and adjusting of the patient's position at regular intervals, is very strenuous and a man's job. With male patients essential responsibilities of the orderlies are the administration of regular enemata and assistance in the care of the paralysed bladder, including sterilization and supervision of the proper working of tidal drainage apparatuses, cleansing and dressing of supra-pubic wounds, irrigation of the bladder after supra-pubic cystotomy, and regular change of the supra-pubic catheter.

The chief objects of nursing problems to be pursued are as follows :—

1. **Position of the patient.**—The patient is nursed on a special bed, which is 3 feet 6 inches wide and rigid to prevent sagging, and which is high to facilitate nursing, but not so high that the patient cannot be turned without dragging (2 feet 2 inches). The bed is equipped with a thick sorbo or Dunlopillo mattress. If these are not available, an air mattress can be used, but care should be taken to see that the air bed is permanently well-inflated and covers the entire width of the bed, in order to ensure the patient's comfortable position. But, more important than special mattresses, are plenty of small pillows to support the paralysed limbs and trunk in the various positions adopted as a result of frequent turnings. The bed of a paraplegic should always be equipped with a bar fixed to a stand or balkan beam, to promote and facilitate the patient's activity and independence as early as possible. Revolving beds, such as Hey Groves, have not proved satisfactory in the care of paraplegics.

Position

One of the paramount responsibilities of nursing in the early stages is the keeping of the patient's limbs in a proper position so as to prevent adduction of the legs, drop foot, claw toes, and pressure to the neck of the fibula. Figure 1 illustrates the deleterious effects of neglected position of the feet and toes in a case of a *cauda equina* lesion, producing profound flexor contractures. It is obvious that such a complication must delay the rehabilitation of such a man immensely. Any permanent fixation of paralysed limbs in any position should be discouraged. In particular, in lesions of the spinal cord, the placing of pillows under the knees to produce permanent fixation of the lower limbs in *adduction and semiflexion* is deprecated, as this must inevitably lead to adduction and flexion contractures. Flexion contractures of knee and hip joints are most serious complications in spinal lesions, as they in themselves promote flexor spasms once the flaccid stage of the cord injury has passed and the autonomic reflex activity of the spinal cord below the level of the lesion has developed. The results are irremediable contractures in extreme adduction and flexion of knees and hips (Figure 2). Such a disastrous end-result can easily be avoided if, in the early stages after spinal injury, the legs are placed in abduction and extension, pillows being placed under the calves, with, if necessary, pillows under the thighs for support—but the degree of flexion should never be greater than that shown in the photograph (Figure 3). The placing of pillows under the calves is also the most simple and efficient way of preventing pressure sores on the heels. This point will be discussed later.

In *cauda equina* lesions, contractures often develop in flexion

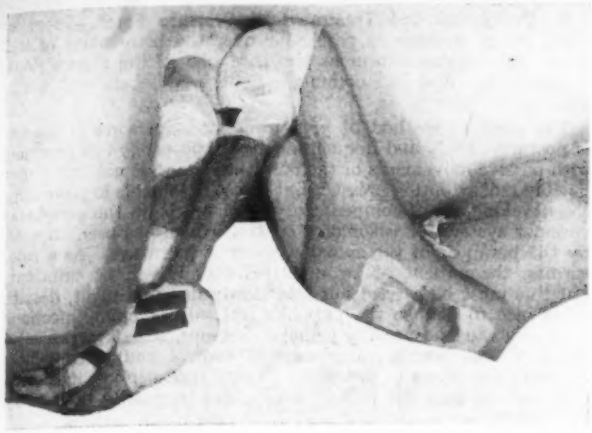


Figure 2 : *irremediable contractures and flexion of knees and hips, a serious complication in spinal lesion which can be avoided if the legs are kept in abduction and extension in the early stages, with pillows under the calves*

of the hip, extension of the knee, and adduction of the leg, if care of the patient's position in the early stages has been neglected. This occurs, in particular, in lesions below the second and third lumbar spinal roots, where the intact iliopsoas, quadriceps, adductors, and in-rotators have an unrestrained overaction, due to the paralysis of their antagonists, which are supplied by the damaged distal roots.

2. **Avoidance of Recumbency.**—Every endeavour is made to avoid prolonged recumbency by encouragement of all forms of movements, even in the earliest stages after injury. This is of vital importance for the prevention of pressure sores and the stagnation of waste products in the urinary tract, for the latter promotes ascending urinary infection and ultimately leads to formation of stones in the kidneys and bladder. Any form of fixation of these patients in plaster casts and, in particular, plaster beds, is strongly deprecated.

From experience gained in all cases admitted to this Centre in plaster beds, it can be concluded that these beds, even if made by experts, have not only not proved superior to any other method of healing pressure sores, but have even produced pressure sores in several cases of the most frightful type. Moreover, these beds are responsible for the development of profound muscular atrophy, even in the normal parts of the body, stiffness of joints, and fixed distortion of the pelvis.

Hyper-Extension of the Spine

If, in cases of spinal cord and *cauda equina* lesions due to fracture dislocation, hyper-extension of the spine is necessary, this can be done effectively in most cases by simply placing a roll of two or three blankets underneath the fractured area. If possible, special beds should be used for such cases, equipped with a spring mattress, which can be folded up by handles underneath the fracture. Figure 3 demonstrates a case of fracture dislocation of the mid-thoracic spine in hyper-extended position, achieved in such a spinal bed. Figure 4 illustrates the position of the feet, by placing pillows under the calves, the heels being completely off the bed. Plantar flexion of the feet is prevented by a board covered with hard pillows. The turning of such a patient at frequent intervals for cleaning and decompression of the sacral area requires skill on the part of the staff. It should be done by at least three persons, who, at a given signal, should lift and turn the whole of the patient's body at one go and in one piece.

3. **Nutritional Aspects.**—Food in the cases of paraplegia is an exceedingly important therapeutic agent. To appreciate its value, it has only to be realized that it is the main factor in the treatment of urinary infection and pressure sores by repairing the continuous loss of protein caused by these complications. It must be remembered that protein is the only foodstuff containing nitrogen, which is vital for producing new tissue and preventing and repairing waste. It is well-known that the loss of protein from oozing sores and urinary infection is profound. Many cases arrived here in a condition of marked nutritional deficiency, and some of them showed a state of malnutrition, which could only be compared with that of the victims of Belsen Camp. It is obvious that immediate and constant attention must be directed to the restoration of a good nutritional condition, and this is done by repeated blood transfusions, saline-glucose drips, and special diets rich in protein and vitamins. A revitalizing diet, found by the author to be very effective in seriously ill paraplegics, is a flip made from a beaten egg, mixed with the juice of one or two fresh oranges or lemons and one to three teaspoonfuls of glucose, which is given once to three times daily. This highly nourishing food can be combined with other easily digestible stuffs containing gelatine. It may be remembered that gelatine is known as a "protein sparer." It contains nitrogen and can prevent tissue wasting, although it is not suitable for building it up.

Diet and Morale

Every endeavour should be made to avoid monotony in diets in every stage of these long-term cases. Indeed, there is no doubt that a great deal of the maintenance of a good morale in a paraplegic ward depends largely on the ingenuity and close co-operation of *all* concerned with the dietary needs of paraplegics.

THE CORRECT NURSING POSITION

Figure 3 : (right) *a patient in a hyper-extension position : he has a fracture dislocation of the mid-thoracic spine. The position is well achieved by the use of a spinal bed and spring mattress which can be folded up easily underneath the fracture by handles*

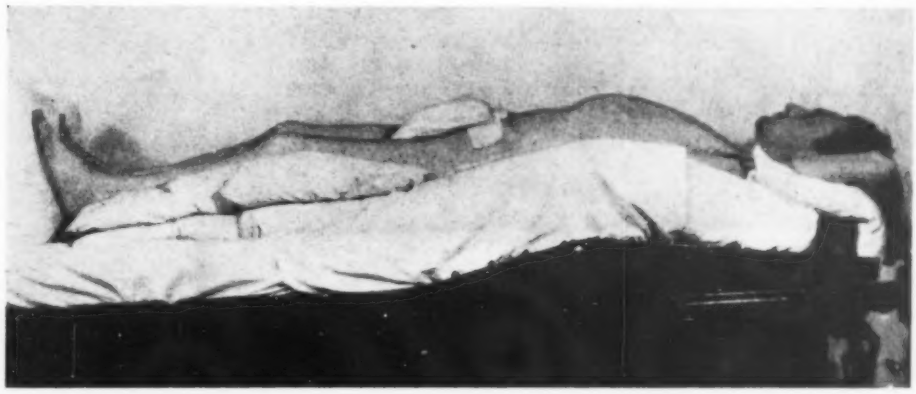


Figure 4 : (above right) : *well-placed feet. Pillows kept under the calves keep the heels completely off the bed : boards and hard pillows at the end of the bed prevent plantar flexion*

The intake of a sufficient amount of fluid is another important point when dealing with paraplegics. The infected kidneys need plenty of irrigation to rid them of their waste products which otherwise would stagnate and promote the development of renal calculi. Therefore, plenty of water should be drunk, especially between meals; this can take the form of barley water or be mixed with fruit juices to make it more palatable. As a rule, a paraplegic should drink at least 5 to 6 pints within 24 hours.

4. **Care of skin.**—The condition of the skin in the paralysed, insensitive parts of the body needs constant supervision, especially in the early stages, when tissue vitality and tissue resistance to pressure are lowered, due to circulatory disturbances, as a result of the traumatic shock and paralysis of the spinal vasomotor centres and pathways. Every effort should be made to promote good circulation by frequent, gentle massage, especially to the bony parts of the body, and by passive movements of the paralysed limbs. The skin should be kept scrupulously clean by repeated washings with soap and water to prevent clogging of the pores and to facilitate efficient cutaneous function.

Rubbing the skin with alcohol 50 to 60 per cent., or better still with a mixture of olive oil and alcohol in equal parts, is very beneficial. In certain stages after spinal injury, patients suffer from outbursts of profuse sweating over both paralysed and normal parts of the body. This symptom is very disturbing and needs special attention day and night. The bed-clothes have to be changed frequently, and creases and crumbs in bed-clothes must be scrupulously avoided.

An Indicator of Nursing Care

It has been found that the feet, especially the soles, of paraplegics are very often neglected. Indeed, the intensity of the scaly condition of soles and heels is an excellent indicator of the efficiency and ability of the nursing staff. Figure 5, demonstrating the scaly soles and necrotic sores over the heels in a paraplegic on admission to this Centre, is a classical example of incompetent nursing and neglect. Figure 6 shows the feet and scars of the almost healed sores just five weeks later.

Paraplegics relatively often develop ingrowing toenails, which easily become infected. In paraplegics, ingrowing toenails are as detrimental to the general health as is the neglect of their defective teeth.

As soon as possible, the paraplegic should commence bath treatment. Continuous bath treatment for paraplegics has proved not only the easiest and best method of keeping the skin in good condition, but is also invaluable in the treatment of pressure sores, flexor spasms and contractures.

Blood circulation in distal parts of the feet, in particular toes, is often disturbed, especially in later stages of *cauda equina* lesions, as shown by the pink-bluish colour of the toes. These disturbances increase in wet and cold weather, but they can be prevented by keeping the feet and legs warm the moment the man gets up in a chair.

5. **Prevention and Treatment of Pressure Sores.**—Pressure sores, which develop in particular over the bony parts of the body and assume enormous size, are one of the most serious complications and the commonest cause of sepsis and death after spinal injury.

The cardinal method of preventing pressure sores is change of posture. Early and frequent change of posture, in conjunction with passive movements of the paralysed limbs, is not only beneficial in redistributing pressure but is also invaluable in promoting the development of compensatory mechanisms in the peripheral vascular system for vasomotor control, which has been crippled by the paralysis of the spinal vasomotor pathways. As a rule, turning the patient at two-hourly intervals will be sufficient, but this must be carried out relentlessly day and night, despite reluctance to disturb the patient's rest. Intervening infections from any cause, especially urinary flare-ups, have a detrimental effect on the peripheral vasomotor control and consequently on tissue resistance to pressure. During such periods, it is often necessary to turn the patient even more frequently than every two hours.

Once bedsores have developed, the principles of prophylaxis should be enforced and every effort made to remove pressure from the sore. This is very easy over the heels, as they can be permanently kept off pressure, whatever the position of the patient. As has already been pointed out, this can be fully achieved in the supine position by placing pillows under the calves. The popular "heel-rings," made from cotton wool or other material, have not proved suitable in paraplegics and are deprecated in this Centre. If complete relief from pressure can be obtained, such sores, which are supposed to belong to the "most difficult to heal" group, will heal in a few weeks (Figure 6).

The Prone Position

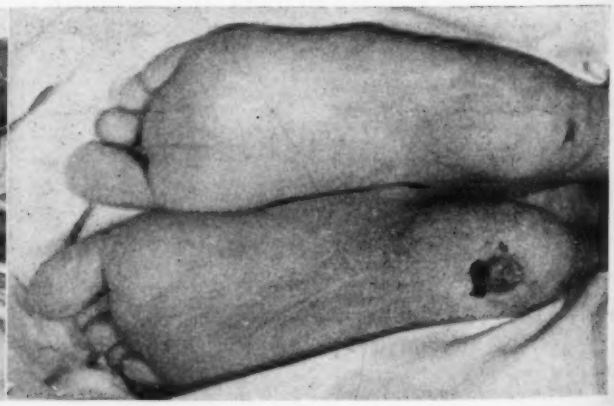
In sores over the sacral area, complete relief from pressure is accomplished by placing the patient in the prone position. In certain stages, this position may be indicated for long periods, and we have succeeded in nursing patients for as long as 18 to 20 hours a day in that position, without any ill-effect on the front parts of the body. This is accomplished by placing a sufficient number of pillows under the chest, thighs and shins. This precaution is necessary to prevent blockage of the supra-pubic drainage by kinking the catheter and to prevent pressure effects of the catheter on the supra-pubic wound, which may lead to necrosis. In this position, attention must also be paid to the frontal part of the thighs, to prevent lasting pressure effects leading to induration and *myositis ossificans*.

Local treatment of pressure sores depends on the type of the sore—*i.e.*, the stages of damage to cutaneous and subcutaneous tissues—and on the type and degree of infection. Although pressure sores can be sterile at some stage of their history, they always become infected. For this reason, swabs

(*continued on page* 805)

Figure 5 : (below) : *scaly soles and necrotic sores on the feet of a paraplegic.*

Figure 6 : (right) : *the feet of the same patient after five weeks of competent nursing care. The treatment had been as follows :—twice daily washings with soap and water and softening of the soles with a mixture of salicylic acid and vaseline for a few days. After removal of the scales, the skin of the soles was kept smooth by repeated application of vaseline only. The sores on the heels were treated in the usual way, by excision of the necrosis, cleansing with peroxide saline and daily dressings with saline penicillin—later on alternating with pellidol ointment*



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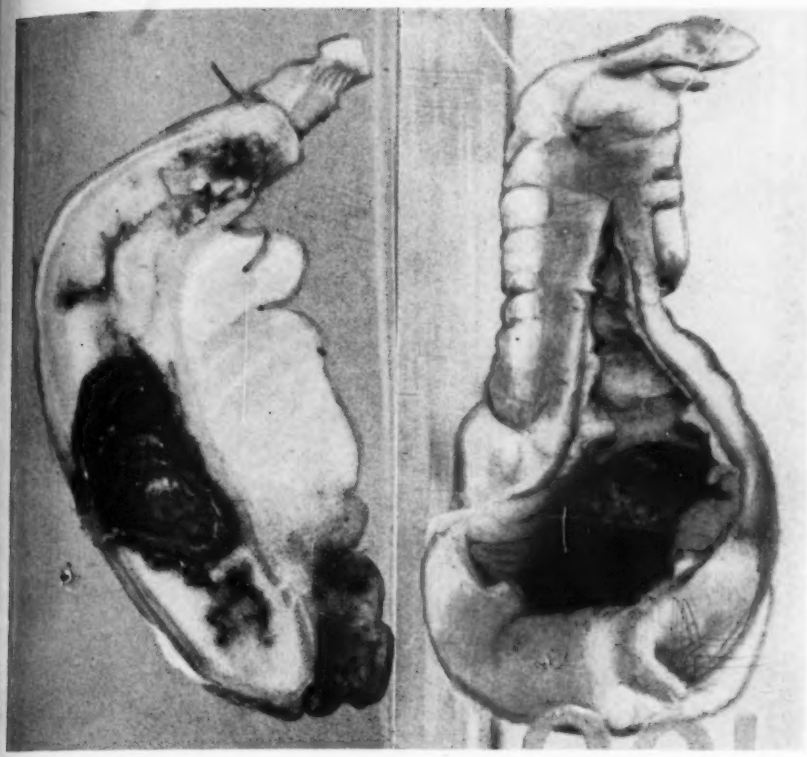

LEARNING BY SEEING

—a series of photographs of museum specimens by kind permission of Guy's Hospital Medical School

By FLORENCE E. TAYLOR, S.R.N., S.C.M., I.S.T.M., Diploma in Nursing, University of London, Sister Tutor, Guy's Hospital, S.E.1.

1. *The Alimentary Tract*

E. THE LARGE INTESTINE

THREE SPECIMENS OF DISEASED APPENDIX

Specimen 1 : *Faecal calculus with perforation. Above left : dried faecal matter has formed a stone or calculus blocking the appendix. The wall is thickened by inflammation which has caused perforation at the tip behind and is not visible from this side*
Specimen 2 : *Faecal calculus with gangrene. Above right : in this specimen the dried faecal matter has caused inflammation of the appendix and gangrene of the mucous membrane at the enlarged tip*
Specimen 3 : *chronic appendicitis. Below right : this specimen is from a patient who suffered from chronic appendicitis : there was thickening, chronic inflammation and stenosis at the upper end. The blind end is distended with mucoid material*

THE specimens this week are of blocked, gangrenous and stenosed appendices.

Specimen 1. Faecolith and perforation of the appendix.—The appendix has been opened along its length to shew the lumen blocked at about its middle by a laminated calculus consisting of dried faecal matter. Mucus has accumulated in the distal third which has become inflamed and a perforation has taken place on the reverse aspect near the tip.

History.—Albert H., aged 21 years, had complained of epigastric and umbilical pain for some seven days ; it had shifted to the right iliac fossa and became intense on the seventh day. There had been no nausea or vomiting, but he was very gravely ill on admission, with signs of diffuse lower abdominal peritonitis. Appendicectomy was performed and an uneventful recovery followed.

Specimen 2. Inflamed appendix caeci containing concretions.—A caecal appendix has been laid open to shew the proximal part of its cavity occupied by a faecal concretion the size of a cherry. The walls of the appendix are thick and inflamed and the mucous membrane just distal to the concretion is gangrenous.

History.—Violet F., aged 24 years, was admitted with a painful swelling in the right iliac fossa and signs of local peritonitis. She had had three similar attacks of short duration during the previous years. The appendix was removed by operation and recovery followed.

These specimens illustrate one of the commonest causes of appendicitis, obstruction by a hard faecal concretion. This causes irritation and inflammation in the appendix which may spread through its wall to the peritoneum. In the first specimen this led to perforation of the appendix, and in the second to gangrene. The history of the first case, with the pain commencing in the umbilical region, is typical. Early operation is generally agreed to be the best treatment for all forms of acute appendicitis. In a few cases of mild type, particularly when the inflammation appears to be subsiding, an alternative treatment may be chosen which is described in the following case.

Specimen 3. Appendix mucocele.—This specimen shews long standing chronic inflammation, thickening and stenosis of the proximal inch and a half of the appendix. It has caused a simple distension of the distal segment. In the fresh state, the dilated portion contained a thin grey mucoid material. The wall is smooth and uninflamed.

History.—William N., aged 33 years, was admitted having had lower abdominal pain with nausea and vomiting for the past eight days. He had a slightly tender tumour of the right iliac fossa but he was not severely ill : his temperature was 99 F., and pulse rate was 100. The condition was allowed to subside and he was discharged nine days later. He was re-admitted four months later and had had in the interim only one short attack of pain which subsided. The appendix, bound down by thick local adhesions, was removed and recovery followed. The adhesions had formed as a result of the inflammation and helped to prevent it from spreading.

Next Week : *The large intestine (continued).*

HAPPY WAYS TO HEALTH

——at the Duchess of York's Hospital for Babies, Manchester

THE Duchess of York's Hospital for Babies, Manchester, has done much to dispel the fear of hospitals which is still, unfortunately, only too common in some quarters. A happy atmosphere, combined with good results, gives confidence to both children and parents, and the hospital can claim both.

In the past 32 years over 14,000 babies have been treated at the Duchess of York's Hospital, and doctors and nurses are constantly waging war against baby ailments and the infant mortality rate. In 1914, when the hospital had only twelve cots as against eighty-six to day, most of the cases accepted were those of rickets. To-day, these have markedly decreased, and the improvement is attributed largely to the distributions of cod-liver-oil and orange juice, plus increased

Above left : *certain minor operations are done with only a local anaesthetic. The nurse is ready to distract the child, but he does not appear disturbed*

BETTER AND BETTER EVERY DAY

Left : *meal-time. This little patient is being spoon-fed and seems to have a good appetite. A toy, hanging from a string above the bed, entertains*

Below left : *a happy reunion. After two weeks in hospital baby is restored to his parents, quite well and very cheerful. There will be no hesitation in future on the part of the parents, should baby ever require to re-visit the hospital*

HIGHLIGHTS

HEALTH

Left: [illegible]-violet ray treatment — with [illegible]ins. It is [illegible] good as [illegible] on the beach. Right: mothers and babies in the reception room waiting to see the [illegible] medical officer. [illegible] also a happy [illegible] confidence prevails. Mothers are satisfied their children will receive best care attention [illegible] medical [illegible]ment and skilled nursing care

Left : *children are quick to notice bright colours. During a chance meeting in the corridor this one was intrigued with the red strap of Matron's cape*

COLOUR, CHEERFULNESS AND CONFIDENCE

Above : *the isolation ward, with its gaily coloured murals, is divided by glass into separate cubicles. This little girl is in a cubicle of her own, but she can watch all that goes on outside*

Above right : *waiting to be X-rayed. David thinks it is great fun, but his friend is not quite so sure*

Below right : *in the radiology department. It really is fun. The cheerful smiles of the children are proof of the hospital's happy atmosphere*

knowledge, amongst mothers, of child care and diet. According to the hospital's records the average now is only one case of rickets in three weeks, while the chief trouble-makers are infection, feeding difficulties and summer diarrhoea.

Building for the future

Members of the hospital staff advocate the training of more and more "baby specialists" to reduce to the absolute minimum the risks of baby's troubles in his first years. Other important factors are, of course, further instruction for parents and young people, and the greater availability of hospital services. Almost equally vital is the establishing of good relations between staff and patients. Children grow up into parents, and those who themselves have happy recollections of visits to a hospital will not hesitate to take their own children there, should treatment or advice be necessary.

IGHTS

HTH

Left: violet ray ment — with ins. It is good as the best. Right: mot babies in reception room waiting to ee the medical ficer. also a ppy confi ence ails. Mothers are fied their children re:ein best care and medical treat- skil ursing can offer

Above : *cornflower blue with capacious pockets, the dress is both colourful and practical*

Below : *the coat is double-breasted, of attractive grey cheviot, with Lancer front*

MODERN MIDWIFE

—the new State uniform approved by the Central Midwives Board

IN these days of incessant austerity, and exhibitions telling us we "can make it"—but not have it, it is stimulating to see that our sister profession, midwifery, has produced, or is in the act of producing, a most attractive and useful uniform. We congratulate the Central Midwives Board on the result of their deliberations, for their final choice is something which will not only be pleasant to wear and to the "eye of the beholder," but a useful uniform.

Colour and Comfort

We were glad to accept the invitation to see the new uniforms at Messrs. Boyd Coopers, of Bruton Street, W.1, recently, but confess to a certain amount of trepidation as to what awaited us. But we need not have feared, for there was a really neat and business-like array. An overcoat, a costume, three types of hat, and an indoor dress, were all on view. The outdoor uniforms are grey, and an attractive grey at that, not a hint of that drab "institutional" grey which is so often associated with uniforms. The overcoat of grey cheviot is double breasted, and has a two-way collar edged with cornflower blue material—a point we were delighted to see, as this was one of the ideas incorporated by the expert from Mr. Norman Hartnell's salon, who drew a suggested new State-registered nurses' uniform especially for the *Nursing Times* (September 13, 1941, page 741), and who preferred this instead of the braid on the present uniform. The coat has a Lancer front, a centre seam back and vent and an optional inverted pleat. There are no epaulettes. The costume has a single breasted jacket of mid-grey serge, the collar edged with cornflower blue, three embossed buttons, and an overshoulder seam back and front. The skirt has two knife pleats, back and front, either gored or inverted.

A Choice in Hats

And now for the hats. Here the Board gives the wearer a good field of choice. There is a modern fur felt in grey, of the shape our American and Canadian colleagues popularized during the war, with a blue and grey band and badge ; a business-like hat for those who like this type of hat, and whose work allows them to wear it in comfort. But for those who have to cycle or walk in wind and rain, their choice lies between a comfortable, smart beret in grey with a blue band and badge or a peaked cap, rather similar to those worn by Army Sisters, but having a blue strap.

The dress is of cornflower blue super-gingham and has a bodice and skirt with centre front fastenings, with neat matching buttons. It has a box pleat and the sensible pockets needed for a nurses' uniform. The sleeves are above elbow length, and smart white Repcot collar and cuffs complete this neat dress ; they can either be sewn on or detachable with press studs. An attractive badge is to be worn high on the left side of the bodice, just above the pen pocket making a nice finish. Neatly-tailored, light grey poplin blouses with two-way collars may be worn with the suit, with or without a tie.

We understand the wearing of this uniform by State certified midwives is to be optional, but we feel its attractiveness will make a big appeal. There will be legislation to prevent unqualified persons wearing it, and the Midwives' Badge and button monogram will only be made available to tailors approved by the Board, and supplied to midwives producing evidence of their entitlement to wear it. Early 1947 is the expected date for the production of the uniform, but midwives should not take any steps to obtain it until a further announcement is made.

Above : *a badge for above the pocket*

We feel sure that nurses on the State Register seeing this new uniform will feel again that it is time that something was done to bring their own uniform up to modern standards in design and cut. The war brought several smart nursing uniforms to this country from overseas, and many of us saw, perhaps for the first time, that professional uniform could be made for us that was dignified without being dull. The Central Midwives' Board have certainly achieved this and we look forward to the General Nursing Council giving us the opportunity to be equally well turned out in the not-too-distant future.

Below : *the suit is grey and blue*

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NURSING PROBLEMS IN THE REHABILITATION OF SPINAL CORD INJURIES

(*Continued from page 800*)

from the wounds are cultured at intervals. Excision of necrotic tissue and cleansing with soap and water or peroxide and saline are mechanical ways of removing infecting organisms and smell. Very often, the infection involves deeper tissues underneath a necrotic fascia and will never subside unless it is exposed by excision and removal of the necrotic part of the fascia. Antiseptics, except penicillin, are applied to devitalized tissue with caution, as they have an inhibitory action on granulations, which play a vital part in the healing of deep sores in the early stages. Sores heavily infected with *Bacillus proteus* and coliforms are treated with flavazole solution, 1: 1, 000 (a less toxic proflavine-sulphathiazole compound) for several days, followed by saline dressings once to twice daily. Sores infected with pyocyanea are treated with 4 per cent. boric acid solution or 2.4 per cent. phenoxetol solution (Berry, 1944). In later stages, when epithelialization is in progress, saline dressings are alternated with pellidol ointment or allantoin powder.

Dressings

Whatever and whenever dressings are applied, all the well-known aseptic principles of "non-touch" technique have to be most scrupulously observed, as this is the only way to prevent cross infection from one patient to another. All dressings should be completely covered with Elastoplast, especially in the sacral area. This procedure, if done thoroughly, will prevent re-infection of the sore by faeces, etcetera. The popular practice of fixing dressings over sores with two small strips of adhesive plaster must be condemned for two reasons—(1) it will never prevent re-infection by faeces, etcetera; (2) it is unsuitable for keeping the dressing in the correct position; the dressing often crumples up, and thus acts as direct pressure on the sore.

In certain cases, plastic operations have proved successful in accelerating healing and in removing scars which are apt to break down again. However, plastic operations are contra-indicated if the patient's general condition is poor.

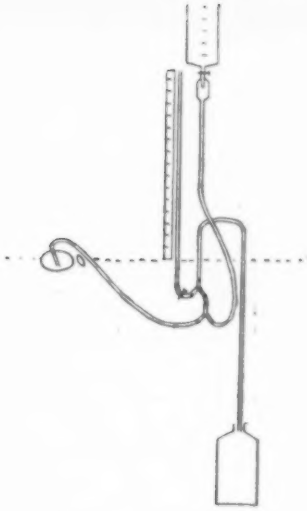
Recurrence of a sore can only be prevented by thorough after-care. The patient and his attendants must be trained to be "sore-conscious." It must always be remembered that the paraplegic's skin remains insensitive. Therefore, he should never sit on hard surfaces, and his chair must be equipped with an air or, even better, a Dunlopillo cushion. It is also recommended that the lavatory seat should be covered with a Dunlopillo ring, which can easily be cleaned. When sitting in a chair, the patient should frequently (at least every 10 minutes) raise himself off his chair to relieve the pressed areas. On returning to bed, the pressed areas should be kept off pressure for a considerable time and gently massaged to promote better circulation. If epithelium has been rubbed off in the pressed areas, it is essential that the patient should stay in bed for a couple of days, as otherwise this superficial sore will turn into a deep necrosis within a very short time.

6. **Care of bladder.**—This is equally important as the care of the skin, for ascending urinary infection from the paralysed bladder is the other main cause of sepsis and death in spinal cord lesions.

Tidal Drainage

So far, the paralysed bladder has been treated by various methods. Evaluating these procedures, it appears that neither urethral catheterization nor supra-pubic cystotomy has yet proved a safeguard against ascending urinary infection. In the recent war, supra-pubic cystotomy has been adopted by most of the surgeons as routine emergency method in the early treatment of the paralysed bladder on the battle-field. Although this method has proved useful as an emergency method, judging by the presence of urinary infection which has always existed in patients admitted to the Centre after supra-pubic cystotomy and by the presence of contracted bladders which have developed after this procedure, there is no reason to consider this method as *the* method of choice in the treatment of every case of paralysed bladder, especially in peacetime. Tidal drainage has proved a valuable auxiliary method in a number of cases after supra-pubic cystotomy, especially in the early stages after spinal injury. This method, however, is of use only if all details are understood by everybody concerned, and all members of the nursing staff have a great responsibility in supervising the proper working of the apparatus, day *and* night. The apparatus used is that designed by Riches (1943). The fluids used for irrigation are ½ per cent. acetic acid, 4 per cent. boric acid or flavazole 1 : 1,000 or 1 : 2,000, and in cases with stone formation, solution G (Suby, Suby and Albright, 1942). If tidal drainage is not used, daily bladder washouts are carried out and the supra-pubic catheter is changed once a week. Whenever practicable, supra-pubic drainage is discontinued to encourage better voluntary action of the bladder. In these cases, it is necessary, especially during the first period after discontinuation, to continue bladder washouts intermittently by urethral catheterization. In this Centre, intermittent urethral catheterization and also continuous catheterization—the latter if combined with tidal drainage—have proved satisfactory.

THE 'DOUBLE Y' TIDAL IRRIGATOR



Both Y tubes are inverted and entering fluid passes upwards: any air with it will pass out from the stem of the Y and none enters the bladder. The same apparatus is used for cystometry: the end of the syphon is then hooked up to the container, but left open to the air

[*Illustration by courtesy of the British Journal of Surgery*]

Special orderlies are trained for the routine work in the care of the bladder, sterilization of tidal drainage apparatus, change of supra-pubic catheter, and assisting with urethral catheterization, which in this Centre is always done by the medical officer.

Special attention must be paid to the thorough daily cleaning of the uro-genital organs in paraplegics. Patients with long and narrow foreskins are apt to develop balanitis, and in such cases a circumcision, or at least dorsal slit, is a most useful preventive procedure.

Penicillin

Pyrexial attacks due to urinary infection are counteracted by courses of sulphonamides, especially sulphamezathine, and with systemic courses of penicillin. Whatever local methods in the care of the bladder are employed, two of the main factors in counteracting ascending urinary infection, especially stone formation, are the shortening of the duration of the recumbent position and restoring the best possible physical fitness of the man.

7. **Care of the bowels.**—This also needs the greatest attention throughout and is exercised by regular enemata every second, third or fourth day, as well as by special diets and medications, especially as long as the automatic function of the intestines is not well developed. Metal bedpans should never be used for paraplegics, on account of the danger of producing pressure. Rubber bedpans can be used, but pads of absorbent wool have proved much more convenient. Frequently, patients have been admitted here who themselves, and their medical notes, have stated that they have regular motions, whereas rectal and abdominal investigations revealed masses of old, hard faeces. This clearly shows that the motions in these patients are only due to overflow of the overloaded rectum, and this fact has always to be remembered when dealing with paraplegics. The unabsorbed residue of food in the large intestine is filled with bacteria, and faecal stagnation may produce a severe toxic condition through

the absorption of these bacteria. Therefore, the condition of the rectum should be checked up frequently by digital examination, especially if the result of an enema has been unsatisfactory.

Over-distension of the colon and bladder in paraplegics sets up widespread reflex reaction of other autonomic mechanisms, such as increase of flexor spasms, shivering with pilo-erection, flushes in face and neck, outbursts of sweating, head-fullness and headaches (in particular in the back of the head and forehead), lowering of pulse rate, blockage of nasal air passage, etcetera. These symptoms should be well-known to the nursing staff, as their recognition will be a guide for immediate and correct action.

8. **Psychological Aspect.**—The mental disturbances found in paraplegics in this Centre can be classified into two main groups:—

A. *Organic mental disorders.*—These are caused by infectious toxic processes and are associated mainly with the infection of the urinary tract and other organs, and with the septic absorption from pressure sores. It is essential to be familiar with the various degrees and symptoms of these mental disorders, as their early recognition will lead to the search and proper treatment of their organic cause. For instance, an early sign of an infectious toxic condition of a patient, whatever the cause, may be his sudden querulous and even rude behaviour. The immediate improvement in the mental condition of a patient with a pressure sore after excision of a necrotic fascia and opening of a sub-fascial abscess, or after excision of necrotic slough of fat or muscle tissue, is sometimes most striking.

B. *Reactive mental disorders.*—The sudden conversion of a vigorous man into a helpless cripple naturally leads to severe psychological shock. The varied psychological symptoms resulting from this shock are manifestations of the patient's feeling of uselessness and hopelessness, economic insecurity, fear of complete sexual impotence, and a sense of resentment against his fate.

An Injured Person

From the very beginning, the patient's mental condition needs careful attention and psychological handling, and our energies and activities should not be restricted to the alleviation of the man's physical disability. We are dealing with an injured person and not merely an injured spinal cord. The patient's confidence has to be gained, his mind has to be turned towards improvement, and his co-operation secured. *The creation of a cheerful atmosphere and high morale in the ward is of vital importance. The whole unit must be impregnated with enthusiasm, and this inspires the patient to co-operate to the full.* On the other hand, the development of a "spoiled child" mentality by the patient must be avoided.

9. **Physical rehabilitation.**—The aim of physiotherapy in paraplegics is to develop the man's fitness to the highest possible degree, in order to restore his independence and working capacity and his family life. It must be realized that physical measures, to be effective, must be applied early and practised persistently from the start. It must be remembered that, as long as the patient is confined to bed, all forms of physiotherapy, including games, occupational therapy, and even vocational training are carried out in the wards. In a heavy paraplegic ward, it is sometimes a difficult task for the sister in charge to correlate all these activities smoothly, and much patience and good humour are needed. But, it has been proved in this Centre that all difficulties can be overcome by a spirit of loyalty and enthusiasm. It is beyond the scope of this paper to go into all the details of physiotherapy, which have been described elsewhere (Guttmann, 1945/1946), but the chief points may be mentioned.

Physiotherapy

Physiotherapy in paraplegics can be divided into two main groups :—

A. *Prevention of Contractures and Atrophy in the Paralysed Parts of the Body.*—The methods include keeping the limbs in the correct position, passive movements, bath therapy, and electrotherapy.

B. *Adaptation Therapy of Normal Parts of the Body by Compensatory Training.*—The idea of this form of treatment is to readjust the vasomotor control to postural changes and to overdevelop those muscles which are essential for the patient's upright position and those which have a synergic function on the paralysed muscles and can compensate for their loss. The methods adopted included auto-assisted movements by suspension apparatus in slings and exercises against resistance by means of pulleys and weights, balance exercises, and walking exercises in parallel bars, walking chairs and on crutches.

Dressing exercises have proved most valuable to prepare the patient for his future independence, and it is quite obvious that the nursing staff can encourage the patient immensely in this task. The paralysed patient is taught to dress himself in the minimum of time and hoist himself from his bed into his wheel-chair, either with or without the aid of the handle fixed over his bed. The record time for dressing achieved so far by a patient with a complete lesion at the 11th thoracic segment, resulting in complete spastic paraplegic and sensory loss, is just under four minutes. In this time, the patient, lying on his bed naked, save for a pair of shorts, put on his shirt, tie, one pair of trousers, pants, socks, jacket and shoes, and swung himself into his wheel-chair.

Games, cultural entertainments and recreation play an important part in the rehabilitation of paraplegics.

Occupational Therapy

Rehabilitation by work is started very early, whilst the patient is still laid up with his pressure sores and urinary infection. Even simple handicrafts have great value in the development of mobility and dexterity of the patient's arms, upon which the future vocation of a paraplegic will largely depend. As soon as the patient is able to get up, he attends daily at the Occupational Therapy Department and Workshops, where training is given in carpentry, shoe-repairing, and precision engineering, the benches and tools being adjusted to the patient's disability. Here again, close co-operation of the nursing staff with the Occupational Therapy Department is most essential in organizing the times of dressings, enemata, etcetera, so that the patient can attend work regularly and punctually, as these are important steps towards the patient's industrial rehabilitation.

10. **Resettlement.**—There is a group of paraplegics who will be able to return to their homes, if these can be adjusted to their disabilities. Such adjustments include not only the widening of doorways, building ramps, etcetera, but also the efficient handling of the paralysed man by his attendants at home. It is the practice in this Centre for wives and parents of paralysed men to be instructed by our nursing staff in the efficient handling of the patients.

References :—

Berry, H. : 1944, *Lancet*, 1, 175.
Guttman, L. : 1945, *Medical Times*, 73, 318.
1946, *Br. Journ. of Phys. Med.* (*in press*).
Riches, E. W. : 1943, *Br. Journ. Surg.*, 31, 135.
Suby, H., Suby, R. and *Albright, F.* : 1942, *Journ. Urol.*, 48, 549.

For Handicapped Children

SCHOOL nurses and teachers will be interested in a pamphlet, published by the Ministry of Education, which deals with the problems of providing special educational treatment for children suffering from disability of mind or body (Pamphlet No. 5, "Special Educational Treatment," His Majesty's Stationery Office; price 9d.). Local Education Authorities now have new responsibilities for the provision of suitable education for such children. At any time after a child is two years old the parent may ask to have him examined to see if he requires special educational treatment. The Authority must grant this request, and, if the child requires it and the parent wishes, provide such facilities. For instance, when recommended by the school medical officer, partially deaf children should have hearing aids and courses of lip reading at school, or, if they fail to make progress, be sent to special schools. The pamphlet also includes suggestions for the education of physically handicapped, blind and partially sighted children, and those suffering from speech defects. For the maladjusted child, the establishment of child guidance clinics, the appointment of more educational psychologists, and boarding homes for children who may attend ordinary or special boarding-schools are recommended. The number of educationally sub-normal children (formerly known as educable mental defectives) may be as high as ten per cent., and in most schools facilities will be required for at least a small group which will need special help but must not be segregated from the corporate life of the school. But it is emphasized that in no case should a child recognized as ineducable be allowed to attend school, for "one detrimental or low-grade child can create havoc in a class, distract the children, and occupy the full attention of the teacher".

The Nursing Exhibition, 1946

MONDAY, October 21, sees the opening of the Annual Hospitals, Nursing, Midwifery and Public Health Conference and Exhibition, which is being held again, this year at the Seymour Hall, Seymour Place, W.1, under the auspices of the *Nursing Mirror*. This is essentially for members of nursing and allied professions, and an interesting series of lectures has been arranged and several films will be shown. There will be the usual trade stands as listed below, and at our *Nursing Times'* stand, number B1, our representative will be glad to see any readers and answer any enquiries. We have, at last, received a further release of paper (from November 1), and now hope to wipe out our lengthy waiting list and take additional new regular readers who may like to take this opportunity of putting down their names at the *Nursing Times* stand. We would like to thank again those who have generously shared copies during the shortage caused by the paper restrictions.

Programme of Lectures

Monday, October 21
OPENING DAY

11.15 a.m.: Presidential Address :—The Nurse and the State, by The Right Hon. Colonel Walter Elliot, P.C., M.C., M.D., F.R.C.P., F.R.S.

12 noon: Royal Visit.

2 p.m.: The Right Hon. The Lord Moran, M.C., president, Royal College of Physicians, will in a short address introduce The Viscountess Mountbatten, D.C.V.O., C.B.E., who will give an address on Nurses in the War.

5 p.m.: Recent Advances in Medicine, by Major General Sir Arnold Stott, K.B.E., M.D., F.R.C.P., physician to His Majesty's Household, senior physician, Westminster Hospital.

6.15 p.m.: Films on the Treatment of Burns, and Casualty Evacuation by Air.

Tuesday, October 22
RECENT ADVANCES IN SURGERY

10.30 a.m.: The Surgery of Pulmonary Tuberculosis, by C. Price Thomas, Esq., F.R.C.S., surgeon, Westminster Hospital, London.

12 noon: Nursing of Shock and Haemorrhage, by Major-General Sir Heneage Ogilvie, F.R.C.S., surgeon to Guy's Hospital, late consultant surgeon, M.E.

2.30 p.m.: Plastic Surgery, by A. H. McIndoe, Esq., C.B.E., F.R.C.S., F.A.C.S., plastic surgeon, St. Bartholomew's Hospital.

4.0 p.m.: New Methods in Orthopaedic Surgery, by N. St. John D. Buxton, Esq., F.R.C.S., orthopaedic surgeon to King's College Hospital.

5 p.m.: Burns and Scalds, by Surgeon Rear Admiral Sir Cecil Wakeley, K.B.E., C.B., surgeon, King's College Hospital and consultant surgeon to the Royal Navy.

6.15 p.m.: Films on Partial Gastrectomy, Splenectomy, Appendicectomy, Colles' Fracture.

Wednesday, October 23
TREATMENT OF SPECIAL DISEASES

10.30 a.m.: Nursing of Heart Cases, by Dr. B. T. Parsons Smith, Order of St. John, M.D., F.R.C.P., Dean of The National Heart Hospital.

12 noon: Nursing of Psychiatric Cases, by Dr. Eric Guttman, M.D., psychiatric specialist, Maudsley Hospital, London.

2.30 p.m.: Nursing of the Rheumatic Group of Diseases, by Lieut.-Colonel W. S. C. Copeman, C.B.E., M.D., F.R.C.P.

4 p.m.: Nursing of Skin Diseases, by Dr. Sydney Thomson, M.D., F.R.C.P., physician for Skin Diseases to King's College Hospital.

5 p.m.: Congenital Syphilis, by Dr. W. V. Macfarlane, M.D., D.P.H.

6.15 p.m.: Films on Cardiac Irregularities, The Skin, Typical Gaits, Production of Penicillin.

Thursday, October 24
OBSTETRICS AND GYNAECOLOGY

10.30 a.m.: The Activities of an Obstetrical Flying Squad, by John Stallworthy, Esq., M.D., F.R.C.S., gynaecologist and assistant obstetrician, Radcliffe Infirmary, Oxford.

12 noon: Caesarean Section, by Frank H. Edwards, Esq., F.R.C.S., consultant obstetrician Shropshire and Montgomeryshire.

2.0 p.m.: Uterine Haemorrhage, by Aleck Bourne, Esq., F.R.C.S., F.R.C.O.G., obstetric surgeon, St. Mary's Hospital.

3.30 p.m.: Disproportion, by W. McKim McCullagh, Esq., D.S.O., M.C., M..D., F.R.C.S., F.R.C.O.G., senior obstetric surgeon, City of London Maternity Hospital.

4.30 p.m.: Toxaemias of Pregnancy, by Bryan Jeaffreson, Esq., F.R.C.S., honorary surgeon Women's Hospital, Leeds.

6.15 p.m.: Films on Eclampsia, Suspension of Uterus for Retro-Displacement.

Friday, October 25
NEW PATHS IN HEALTH

10.30 a.m.: Social Medicine, by Professor F. A. E. Crew, M.D., D.Sc., Ph.D., F.R.S., F.R.C.P., Professor of Public Health and Social Medicine, University of Edinburgh.

11.30 a.m.: Penicillin and other Antibiotic Agents, by Brigadier J. S. K. Boyd, O.B.E., hon. physician to the King, director of pathology at the War Office and professor of pathology at the Royal Army Medical College.

12.30 p.m.: Food and Health, by Dr. Magnus Pyke, Ministry of Food.

2.30 p.m.: Approach to Child Care, by Dr. A. Doyne Bell, M.A. (Oxon), D.M., M.R.C.P., physician, Belgrave Hospital for Children, consultant, Child Health, Westminster City.

A Guide to the Stands

Name	Stand No.
Allen & Hanburys, Ltd.	J.1 & 4
Ambrosia, Ltd.	E.5
Anadin, Ltd.	J.2
Angiers, Ltd.	L.3
Ardente, Ltd.	L.4
Aspro, Ltd.	B.6
Bailey, W. H., & Sons, Ltd.	D.2
Bailliere, Tindall & Cox	F.1
Bisodol, Ltd.	J.3
Boots Pure Drug Co., Ltd.	B.7
Bovril, Ltd.	E.2
Boyd Cooper, Ltd.	M.2
British Drug Houses, Ltd.	Q.1
Burroughs Wellcome & Co.	G.2
Cadbury Bros., Ltd.	I.1 & 3
Chilprufe, Ltd.	E.4
Continental Laboratories, Ltd.	J.6
Cow & Gate, Ltd.	P.2
Crookes Laboratories, Ltd.	D.1 & 3
Denver Chemical Mfg. Co.	H.1
Evans Medical Supplies, Ltd.	B.3
Faber & Faber, Ltd.	A
Fan Corset Co., Ltd.	B.9
Firth Stainless Steels, Ltd.	B.8
Frankland, E. J., Ltd.	B.2
Garrould, E. & R., Ltd.	B.4
Gas Light & Coke Co.	H.2
Genatosan, Ltd.	F.4 & 5
Glaxo Laboratories, Ltd.	K.2 & 3
Herts. Pharmaceuticals, Ltd.	B.5
International Chemical Co.	O.1
JenFems Sales, Ltd.	G.3
Jeyes Laboratories. Ltd.	F.2
Keen Robinson & Co., Ltd.	M.1
Lactagol, Ltd.	K.5 & 6
Lewis, H. K., Ltd.	N
Macleans, Ltd	F 3
Milton Antiseptic, Ltd.	E.6
Nestle's Milk Products, Ltd.	I.4
Norwich Union Insurance Societies	C
"Nursing Times"	B.1
Oxo, Ltd.	L.2
Papworth Industries	J.5
Reckitt & Colman, Ltd.	D.4
Rendell, W. J., Ltd.	E.3
Roche Products, Ltd.	I.2
Schweppes, Ltd.	O.2
Scott, A. & R., Ltd.	P.1
Tampax, Ltd.	F.6
Virol, Ltd.	E.1
Vitamins, Ltd.	G.4
Warner, Wm. R., Ltd.	L.1
Wilts United Dairies, Ltd.	Q.2
Wright, Layman & Umney, Ltd.	G.1
Wyeth, John & Brother, Ltd.	K.1 & 4

SELECTION TESTS GIVEN TO NURSING APPLICANTS

ASSESSING INTELLECTUAL CAPACITY

By M. HOULISTON, R.G.N., R.M.N., R.F.N., Sister Tutor's Certificate, Diploma in Nursing, London University, Senior Sister Tutor, Crichton Royal Mental Hospital, Dumfries

Left: a nursing candidate at Crichton Royal Mental Hospital does a psychological test

THE nursing profession of to-day is faced with a very different problem from that of former years, in that it must now compete with many other occupations in obtaining an adequate number of women to staff the different types of hospital. The acute shortage of nurses in all branches of the profession exists in spite of the fact that even more girls are at present taking up nursing than in previous years. This is owing to the ever increasing demand for nurses, coupled with an increasing loss amongst those recruited. While selection tests offer no solution to the lack of sufficient recruits, they have uses besides assisting in the selection of girls likely to prove good nurses. They assist those responsible for their training in advising them concerning their course and in this way prevent girls, for various reasons, becoming discouraged and leaving the profession.

The following article is based upon our experience of giving a psychological test to every nurse joining the staff of the Crichton Royal Mental Hospital, Dumfries, during the past year.

The Nature of the Tests Used

During the past 50 years, psychological research has been directed chiefly to the problem of intellectual development and to the construction of reliable methods of assessing a person's "general intelligence" and attainments or, more correctly, his capacity to learn and his fund of acquired information. Psychological research has also been directed to the study of personality and individual aptitudes for certain kinds of work. Research in the latter is still essentially in its experimental stages. The uses, however, which have been made of psychological tests, during the past 10 years, for the assessment of intellectual ability have demonstrated the reliability of these tests as a guide to a person's cultural status, educational attainments, the kind of training the person should be able to acquire, provided he or she desires to, where the training must begin, and the rate at which he or she will probably be able to learn.

With the co-operation of J. C. Raven, Director of Psychological Research at the Crichton Royal Hospital, we have for more than a year now been giving two tests, the Progressive Matrix Test, 1938, published by H. K. Lewis & Co., Ltd., London, and the Mill Hill Vocabulary Test, Form 1 Senior, published by H. K. Lewis & Co., Ltd., London, to every person applying to join the nursing staff of the hospital.

The Progressive Matrix Test, 1938, is a standardized psychological test designed in such a way that it will assess a person's present capacity for intellectual activity, irrespective of any knowledge he may or may not have acquired. It will predict the approximate rate at which a person will learn relative to other people, but is intentionally independent of, and gives no information whatever concerning a person's educational attainments or even of his ability or lack of ability to read or write.

The Mill Hill Vocabulary Test, on the other hand, is a psychological test designed in such a way that it will assess a person's general educational level relative to other people, in the sense of the fund of verbal information he or she has acquired up to the present. It indicates the level at which an individual must begin any course of training he or she desires to undertake. The test consists of a list of words of which the candidate has to write down the meaning. The words used have been carefully chosen and are arranged in order of difficulty. They were used on thousands of people to prove their suitability for their purpose before the tests were standardized. The words are non-technical and selected to indicate a person's general level of education and culture.

Applicability of Tests to Nursing

To perform her duties successfully a nurse needs to study the theoretical principles as well as the practical methods of her profession. The efficiency with which she is able to learn these depends upon her powers of observation and her capacity to understand relationships which exist between things. A test assessing capacity for intellectual activity is used to estimate these abilities, one which requires clear thinking and which sets a problem the individual has never seen before. The Progressive Matrix Test does this and the control of its sale overcomes the possibility of it falling into unauthorized hands and so becoming available to candidates beforehand.

To give the sister tutor an idea of the educational status, with a view to starting a nurse at a level with which she will be able to cope satisfactorily, a vocabulary test is given, of which the Mill Hill is a typical example.

These two tests, therefore, tell the sister tutor (*a*) whether a girl has the inborn capacity to learn the subjects she will need to study, the rate at which she will be able to learn them, and the examinations she will be able to take with moderate prospects of success; (*b*) the level at which her training must begin, the sort of books she will be able to read and understand, and the degree to which she will be able to study on her own. They also tell her the present standard of the girl's written work. This latter information we find extremely important, as some girls who are good in the wards are occasionally unable to write good English and sometimes cannot even spell correctly.

Psychological Test Grades

Each test places the candidate in one of five grades. As a rule we find the results are the same, for example, a candidate scoring Grade III, or average, in the Progressive Matrix Test usually scores Grade III, or average, in the Mill Hill Vocabulary Test. There are exceptional cases, however; for example, a girl may score Grade II, or definitely above the average, in the Matrix Test, and Grade IV, or definitely below the average, in the Vocabulary Test. This may be because a girl has had to leave school as soon as she was 14 years of age, when, judging from her intellectual capacity, she would almost certainly have benefited from further education.

At the Crichton Royal Mental Hospital, we have found that some Irish speaking candidates fail to score as high in the Vocabulary Test as in the Matrix. The bilingual question often accounts for this, and on re-testing such a student, after six months or more in the nursing profession, during which time she has spoken nothing but English, her vocabulary score shows a distinct rise and is more in keeping with her Matrix score. This has to be borne in mind when a verbal test of any kind is given to a candidate whose level of education may have been retarded for any reason, as such retardation is usually easily overcome. It is

important to know at the outset the existence of such limitations. A non-verbal test of innate capacity, coupled with a vocabulary test in which a girl has to write down in her own words the definitions of suitable selected words, shows this most clearly. A verbal test of general intelligence by itself provides no means of distinguishing mental inferiority from educational deficiencies.

During the test the observant sister tutor can learn much from watching how the candidate controls her emotions in the face of difficulty, how much she perseveres, how she ignores distractions, and if she tackles her work systematically. Such information is very valuable, but in no way specific for the tests, in that it could be found out by giving the candidate any piece of difficult work to do. Actually no claim is made that the tests are particularly good at giving such information, and it is extremely important that no attempt should be made to try and make these tests give information for which they were never devised. The tests we use simply estimate a girl's innate capacity to learn theoretical subjects and her present educational status. They do not pretend to say whether the candidate has the right temperament for a good nurse, whether she has the necessary interest, or whether she has any specific nursing attainments or aptitude for acquiring such attainments. It will bring mental testing into disrepute to read too much into the results of the tests.

The decision as to whether or not a candidate is temperamentally suited to nursing must depend for the time being on the matron's interview as at present conducted. At the Crichton Royal Hospital, however, a medical examination of every nursing candidate now includes an examination of her mental as well as her physical health. This helps the matron in coming to a decision as to the suitability of the candidate, while it is hoped that, in due course, it will be possible to devise suitable personality tests which will further help her in her task.

Grades of Ability Amongst the Nurses

At the Crichton Royal Hospital we test the girl when she visits the hospital for an interview. If, however, she has travelled a long distance we test her the following day, when she has had a rest.

The following is a brief account of what we find can be expected of nurses in the different grades as indicated by the tests.

Grade I.—Candidates in this grade make brilliant students. They are keen on studying, learn easily from text books and, as far as their intelligence is concerned, they can use their own initiative, think things out clearly for themselves, learn from their own mistakes and readily accept responsibilities. When given opportunities they advance quickly to responsible posts. Unfortunately, as might be expected, these girls often dislike discipline and frequently resent the authority exercised by senior members of the staff. If these girls are not to be lost from the hospital they need to be given ample opportunities to study the theory and principles of their work early in their training and encouraged to take responsibilities. Otherwise they tend to become bored and discontented and frequently decide to resign. We have two nurses at present in the preliminary training school who came to us from other mental hospitals because they were given no opportunities whilst there of studying their work.

Grade II.—Under present conditions these students probably make the best nurses. We find that, like Grade I candidates, they learn quickly, are keen on studying, are capable of using their own initiative and accepting responsibilities. When given opportunities of studying early in their training we find that they are happy and contented at their work and form the bulk of the most reliable nurses in the hospital.

Grade III.—According to the tests these are the girls of average intelligence. We find that they can be trained, and are steady, solid workers. We find, however, that it is no good expecting these girls to study of their own accord; they require supervision during their studies and coaching to pass their examinations. In the wards it is useless to expect them to take responsibilities early in training. They appear to dislike taking responsibilities, even when the opportunities offer themselves, and when circumstances demand that they do so they complain that they were not told what to do.

Grade IV.—Students in this grade we find are capable of doing routine work which does not require much thinking. They experience extreme difficulty in learning anything which is at all abstract and can seldom learn by themselves from text books. In school anything they are to be taught must be demonstrated in a practical way. They are slow at grasping and understanding the more difficult nursing duties and most of them are unreliable in emergency. We have found that, even when we give them extra coaching and a longer period of training, very few of them are capable of passing the examinations. Many of these students appreciate that the studies of a nurse are extremely difficult for them and, rather than face the fact that they do not grasp or understand the subjects taught in the school, they give various reasons in order to avoid attending lectures. When forced to study they frequently resign, giving only the most flimsy excuses for doing so, usually putting the blame on the hospital. Only those in the upper half of the grade, *i.e.*, Grade IV, should ever be asked to train as student nurses, and no hospital that can afford to do without them should

A nurse needs to study the theoretical principles . . .

. . . and the practical methods of her profession

recruit applicants of this grade. When girls in the upper half of this grade are recruited they need a special course in the training school adapted to their particular needs, and in practice it would be much better to train them as nursing assistants or assistant nurses.

Grade V.—When supervized by a person with the right kind of temperament, girls in this grade can be reliable domestic workers and are often contented and happy to work in hospital. It is, however, useless to expect them to learn the duties of a nurse or to study for examination. They should in every case be advised and encouraged to take up domestic duties for which they can be adequately taught, and will often give excellent services.

Teaching of Different Grades in the Same Classes

We find at the Crichton Royal Hospital that it is a mistake to teach students belonging to widely different Grades together. Grades I and II students can easily be taught in the same school, but Grade III should, if possible, be taught separately, since they tend to be slower at their studies and require a certain amount of coaching and revision which is unnecessary with the better students. The same principles apply when Grade III and Grade IV students are taught together. More ground was covered in the school with the Grade III than with the Grade IV students. The Grade III students would have been deprived of this extra instruction if it had been necessary to teach them with their Grade IV colleagues. On the other hand, the Grade IV students were happy and enjoyed their course working by themselves at a speed at which they could work satisfactorily.

Comparison of the Results of Mental Tests with the Results of the State Examinations

The psychological test grades of 33 of our nurses, who took a nine weeks' course in the preliminary training schools and of whom 27 sat for the Preliminary State Examinations of May, 1946, are shown in the accompanying table. The results indicate the value of psychological tests from the teaching point of view.

All Grade IV students failed in Anatomy and Physiology and all but one failed in Hygiene and Dietetics as well, in spite of the fact that these students received coaching in addition to their training course. The ones in the lower half of the Grade, *i.e.*, Grade IV—also failed in Nursing, in which the better ones succeeded. The six nurses who did not sit for the examination did so from choice because they felt they were not up to standard and required more tuition.

The use of psychological tests has had a direct effect in preventing girls giving up nursing once they have started. It has been possible, before their training begins, to advise girls who are unlikely to be successful student nurses to train as nursing assistants. It is encouraging to start as an assistant nurse and succeed. It is extremely discouraging to have to become an assistant nurse because one has failed to become a fully qualified nurse. The question of self-respect and pride is deeply involved. By starting girls at a level at which they can successfully cope with the work required, many are kept in nursing who would otherwise have given up from a feeling of failure and frustration. There is in addition no doubt that a group of nurses, expected to pass their examinations, but incapable of doing so, are not a happy group, and they tend to have an unsettling effect on their fellows. Where the staff contains many such members the percentage of nurses lost to the hospital is high. The tests inform the sister tutor, and through her the matron, of the intellectual capabilities of the nurses. This gives the staff the opportunity of arranging the nurse's training so that she can cope with it satisfactorily and feel happy and contented with her progress.

Below: *a table showing the psychological test grades of 33 nurses of the Crichton Royal Hospital, Dumfries, who took the course and of whom 27 sat for the State examination, and their examination results*

PSYCHOLOGICAL TEST GRADES		NUMBER of NURSES	EXAMINATION RESULTS
Matrices	*Vocabulary*		
2	3+	3	All passed all subjects.
3+	3+	3	All passed all subjects.
3+	3	2	One passed all subjects. One failed Anatomy and Physiology.
3	3	2	Both passed all subjects.
3+	4+	2	Both failed Anatomy and Physiology.
3—	3—	3	One passed all subjects. Two failed all subjects except Nursing.
3—	4—	1	Failed all subjects.
4	4	4	All failed all subjects except Nursing.
4	4—	4	Two failed all subjects except Nursing. One failed all subjects except Hygiene.
4—	4—	3	One failed all subjects. All failed all subjects.
3	4	1	Not up to the necessary standard to sit for the examination.
3—	4	1	
4—	4—	2	
4—	4—	2	

Summary

There is little doubt that, as a result of giving a psychological test to every nursing applicant, definite benefits have accrued to the Crichton Royal Mental Hospital, both in respect to selecting and maintaining a happy and efficient nursing staff. Our examination results this year indicate to some extent the degree to which the tests we use can be considered to predict a nurse's prospects of passing the State Examinations. When the tests are designed in accordance with psychological principles, two, but not less than two, can apparently be used, and with advantage to the training school and the student nurse. We feel it is safe to predict that the time is not far distant when psychological tests will be in use throughout the hospitals of this country.

Book Reviews

PREVENTION, FIRST AID AND EMERGENCIES.—*By Lyla M. Olson, Superintendent of Nurses, Kahler Hospital, Rochester, Minnesota (W. B. Saunders and Co., Limited, 7, Grape Street, W.C.2; price 15s.)*

This really attractive manual seeks to combine simple facts, about prevention, emergencies and first aid for the use of nurses, young members of clubs, police, firemen and industrial workers. It is not an easy combination. What is a nurse's life-work is an isolated occasion to those in the other categories—except of course, in war-time. In war-time, procedures are condensed into comparatively few concise rules which must be so well assimilated as to spring to the mind automatically. (And the first rule is what *not* to do.) There are opportunities for individual creativeness and improvization, but the fundamentals must have been so fully grasped as to be a guide and check. Therefore I would give this book prominence as a manual for the nurse in training, the permanent first-aider, and who may well combine theory with procedure in emergencies coming her way.

A useful suggestion is crepe paper for dressings. In the "cravat" we recognize our triangular bandage. As regards emergency sterilizing I should be inclined to plump for *boiling* in preference to any dry system not high pressure. In dealing with shock and haemorrhage one feels that emphasis should have been laid on the depletion of the body's normal supply of fluid, close on three-quarters of the total body-content, and on the vital need of *warmth*.

Good methods of first aid transport are shown, notably "across the shoulder" carrying and the "belt seat." There is no allusion to the importance of walking out of step. The talk on accidents, including hunting, farming and winter sports casualties, may well be studied for safety-first hints: the "Buddy System," for example, where each young swimmer has an appointed partner in his own group. Instructions for snake-bite treatment, coming from a country with twenty-five varieties of snake, will much interest readers. The reviewer recalls that on the South African veldt a small case with a trocar lancet and permanganate of potash crystals used to be carried to use in case of puff-adder bite. The directions in case of fire should be read by all.

There are some excellent talks on skin affections, particularly dermatophytosis of the feet, of fungoid origin. The need of the injunction not to squeeze boils can only be appreciated by those who have had to stay the hand of the ardent first-aider.

A.H.M., S.R.N., S.C.M.

National Insurance—How the New Scheme Will Affect Nurses

By A. C. WOOD-SMITH,
Secretary, The Nurses Insurance Society

NOW that the tumult and shouting have died down and the main National Insurance Bill has become law, it may be useful to examine its main provisions and see how nurses are likely to be affected.

It is in line with past experience that one still has to be cautious in defining the insurance position of nurses. There are (at present) many different categories of nurses with varying conditions of service; and it is impossible to say of every nurse, as one could say of most workers, that she will go in Class I with the benefits and contributions appropriate to that class. But if we make a big reservation in the case of the private nurse (whose insurance status is still doubtful) we can now see much more clearly what the new scheme will involve.

There are, in fact, four separate enactments, *viz.*:—Family Allowances, National Insurance, Industrial Injuries and the National Health Service; but they are closely interlocked and, for all practical purposes, can be regarded as one scheme. Family allowances are already being paid, the full cost being borne by the Exchequer. The other three schemes will come into full operation on "an appointed date" not yet fixed but generally assumed to be in 1948. At least, that is the hope of the Government, but whether the vast new machinery needed to operate these schemes (especially the National Health Service) can be assembled in working order by 1948 remains to be seen.

Probably it will be decided to introduce the new provisions in stages, and we shall have recurrent increases in contributions as and when the new enlarged benefits become available. Already the health and pensions contribution has been doubled (from September 30, 1946) to meet the cost of increasing the basic rate of old age pension from 10s. to 26s. a week. It would be risky, however, to bring in the higher scale of insurance benefits *before* the new comprehensive health service is ready, and I cannot think the Government will do this in opposition to one of the fundamental recommendations of the Beveridge Report.

Nearly All Nurses Affected

Note one striking fact about the new scheme which at once distinguishes it from the present scheme. With very few exceptions, all nurses between age 16 and 60 will be compulsorily insured. To-day, there are many nurses who are wholly or partly outside National Insurance, for example those in Government or Municipal Service "excepted" from State Insurance; those whose remuneration exceeds £420 per annum and visiting nurses. The only ground of exemption, apart from marriage, in future will be that the nurse has an income valued at not more than £104 per annum, and even this income exemption will not be exercisable by persons employed under contract of service. Student nurses, it is understood, will be compulsorily insured in Class I and, presumably, will be liable for the full employee's share of the weekly stamp if they receive free board and lodging as part of their remuneration. Women over 60 not already insured will not come under the new scheme. They will not be liable for contributions and will not be eligible for benefits.

WHAT NURSES WILL PAY

Contributions vary according to the Class of contributor. There are 3 classes (Employed, Self-employed and Non-employed) and nurses will ordinarily have to pay contributions in one or other of these classes from age 16 to age 60 *whatever they earn and whether working or not.* The few exceptions are set out below:

Weekly Rate of Contribution (Women)

Class I (Employed) (including practically all trained nurses and student nurses while working):—

From September 30, 1946: 3s. 4d. (Employer 1s. 8d., Nurse 1s. 8d.)

From appointed date: 7s. 1d. (Employer 3s. 3d., Nurse 3s. 10d.) Higher rates are payable for men, lower rates for girls under 18. After the appointed date, women who do not retire at age 60 will continue to pay contributions while still working up to age 65.

Class II (Self-Employed) (including visiting nurses, owners of businesses (*e.g.*, nursing homes) and others practising entirely on their own):—

From September 30, 1946: Nil (not at present insurable).

From appointed date: 5s. 1d., wholly payable by nurse. A girl under 18 will pay 3s. 1d.

Class III (Non-Employed) (including nurses not gainfully occupied, *e.g.*, while nursing relatives without salary):—

From September 30, 1946: Nil (not at present insurable).

From appointed date: 3s. 8d. A girl under 18 will pay 2s. 3d.

Exceptions and Special Provisions

There will be few exceptions to the above provisions. Nurses not working for any employer, and whose income does not exceed £104 per annum, may apply for total exemption.

Nurses in His Majesty's Forces or in Crown employment may be subject to special provisions.

Married women may elect to be exempt or may continue their contributions in the appropriate class to qualify for a full Retirement Pension in their own right.

Private nurses may be in Class I or Class II. No decision has yet been made.

Who Stamps the Card?

Liability to stamp the card will rest with the employer (in Class I) who will ordinarily be the institution or individual paying the salary. The nurse's share will be deducted when her salary is paid. The Minister has power to define who is the employer in cases of doubt or difficulty, for example, where a person has more than one employer in the course of a week. The problem of deciding whether a private nurse is employed by her co-operation or by her patient remains to be settled, and no decision will be taken until it is finally decided she can go into Class I.

Excusal of Contributions

Regulations will provide for contributions to be excused (or credited without payment) for weeks during the whole of which the nurse is incapacitated for work or is "genuinely unemployed," *i.e.*, available for work but unable to obtain it. The conditions under which a nurse will be deemed to be "genuinely unemployed" will need careful definition. If, in any year, the number of contributions paid and "excused" amounts to less than 50, the nurse will have to make up the deficit in order to keep in full benefit. It is not, however, clear at present whether these "arrears" will be payable at the full rate or at the Class III (non-employed) rate.

BENEFITS OF THE NEW SCHEME

From the appointed date, the following benefits or grants will be payable, subject to conditions as to the number of contributions credited at the time of claim or during the previous insurance year. Contributions paid under the present Schemes will count as qualifying contributions for the new benefits.

Sickness

Sickness benefit is available to Class I and II as follows:—

Single women: 26s. per week.

Married women: 16s. per week (increased to 26s. if separated, or if supporting invalid husband). Lower rates are paid for girls under 18.

Dependent's allowance.—The following payments will be made:—

For an adult dependent: extra 16s. per week.

For the first child: extra 7s. 6d. per week.

Waiting period.—This is three days at beginning of sickness, but benefit will be paid for these three days if sick on 12 days during first 13 weeks from first day of sickness. A new waiting period begins after 13 weeks completely clear of sickness.

Duration of benefit.—This is for one year, after payment of 26 contributions and indefinitely, after payment of 156 contributions. When the right to benefit is exhausted, a person can requalify on payment of 13 more contributions.

Unemployment

Unemployment-benefit is available to Class I only, the rates are as for *sickness* except that a married woman will ordinarily receive 20s.

Dependents' allowances.—There are as for sickness.

Duration.—This consists of 180 days of benefit, plus additional days according to contribution and benefit record.

Maternity

Grant.—A grant of £4 is available to all Classes.

Allowance.—36s. per week is paid to Class I and II for 13 weeks, beginning 6 weeks before the expected date of confinement *for all women gainfully occupied* in addition to the grant above.

Attendance Allowance.—£1 a week attendance allowance for 4 weeks is payable to women in all classes *not gainfully occupied.*

Widows

Qualification for widows is based on the *husband's* insurance. Benefits are available to all Classes.

Allowance.—36s. a week is payable for 13 weeks, and an additional 7s. 6d. a week if the widow has a child of school age.

Widowed Mother's Allowance.—33s. 6d. a week is payable while child is of school age

after the elapse of the 13 week period above.

Widow's Pension.—26s. a week is payable to the following :—

(*a*) a widowed mother if over 40 when the child leaves school; or

(*b*) a widow (without child) if 50 when husband dies;

(*c*) a widow, any age, incapable of self-support;

(*d*) a widow of a husband who had qualified for retirement pension.

Notes : (1) Pensions under (*a*) and (*b*) above are paid only if 10 years have elapsed since the date of marriage. (2) a widowed mother's allowance and pension will be reduced by 1s. for every 1s. earned over 20s. (3) a widow drawing a pension of 10s. when the new scheme starts will keep this pension *or* receive increased mother's allowance *or* (if over 60) retirement pension of 26s.

Guardian's Allowances

The following Guardian's Allowances are available to all classes :—12s. a week for a person looking after a child, both of whose parents are dead, provided one parent was insured.

The existing orphan's pension of 7s. 6d. a week will be replaced by a guardian's allowance of 12s. where the orphan is living in a family.

Retirement Pensions

The following Retirement Pensions are payable to all classes :—

A rate of 26s. a week at the age of 60, subject to retirement from regular employment and payment of 156 contributions, with minimum yearly average credit of 50.

Earnings over 20s. a week will reduce the rate of pension by 1s. for every 1s. earned over 20s.

If retirement is deferred at 60, the pension will be increased by 1s. for every 25 contributions paid between the ages of 60—65.

Man and wife together get 42s. per week pension when the husband is 65.

A widow drawing any of the widows' benefits at 60 will then qualify for Retirement Pension of 26s.

Women receiving 10s. a week Contributory Old Age Pension will have this increased to 26s. provided they have retired. This benefit is already in force.

Men over 55 and women over 50 who are not insured under the present scheme must pay for 10 years to qualify for the Retirement Pension.

Nurses Who Retire

It is important to remember that the old age (or retirement) pension is payable at the age of 60 only to those still insured on their sixtieth birthday. A nurse who retires before 60, therefore, would be well advised to keep up her insurance contributions voluntarily until she qualifies for the pension. She must not stamp the ordinary "employed" card after she gives up work, but should apply for a "voluntary" card to the Ministry of National Insurance (through her approved society). When the new scheme is in full operation, there will not, of course, be any question of voluntary insurance. Persons retiring from work before age 60 will remain liable for contributions at the non-employed rate (Class 3) until they are 60.

Death Grant

The following death grants are available to all classes :—

Normal Grants: £20 for an adult. From £6 to £15 for a child, according to age.

No grant is payable for the death of anyone over pension age when the scheme starts. £10 only is payable for the death of a person who is within 10 years of pension age when Scheme starts.

National Health Service

This is available to every insured person.

Industrial Injury Benefits

Industrial Injury Benefits are available to all classes. They are payable, instead of sickness benefit, in cases of incapacity due to injury by accident arising out of, and in the course of, insurable employment.

Injury Benefit.—45/- a week is payable for 26 weeks.

Disablement Benefit.—This is payable where a person is still suffering from loss of physical or mental faculty due to the injury. Disablement Benefit may follow the Injury Benefit, taking the form of a gratuity limited to £100, or a pension of 45s. a week or less, according to degree of disablement. Additions to weekly rate, in cases of probable permanent incapacity or where injured workman needs constant attendance will be made.

An extra 16s. a week added to the *injury benefit* or *disablement pension* for an adult dependent; and 7s. 6d. a week for the first child will be paid.

Industrial Death Benefit.—A pension to the widow or dependent relative up to 36s. a week for 13 weeks, and then 20s. or 30s. a week, according to age and circumstances is due.

WHAT THEY ARE SAYING

Extracts from the Lords' Debate on the National Health Service Bill

THE House of Lords began the new Session with the Second Reading of the National Health Service Bill to which it agreed. The Bill is committed to a Committee of the whole House which will take place on October 17, 18, 22 and 23.

THE ARCHBISHOP OF YORK

"It has been stated authoritatively that, in a year, something like 100,000 people die prematurely from disease which is preventable. . . . that thirty per cent. of the population, between the ages of sixteen and sixty-five suffer from some ailment or minor illness once a month. . . . While 62 out of 1,000 people die from consumption among those who have comfortable stipends, the figure is 126 per 1,000 among those belonging to the poorer classes of the community. The rate of mortality from measles is seven times greater among the poorer members of the community than it is among those who are in a different position. I am certain that it is a mistake to do anything to undermine or to take away from local enthusiasm and local interest in the voluntary hospitals. I hope that in the course of the debate some assurance will be given by the Government that the spiritual and religious provisions which have been made in the past in the great majority of our hospitals will continue under the new arrangements."

LORD MORAN

"The powers of the Regional Boards are so vaguely defined in the Bill that we really do not know what they are. For example, suppose there is a complaint about dieting or nursing in a hospital in the region. Will the Ministry send its inspectors to investigate that complaint independent of the Regional Board, or will it ask the Regional Board to investigate it ? If the inspectors do it independently of the Regional Board, the Regional Board will lose authority. The Ministry must trust its Regional Boards, or they will not work. This decentralization may have to go further. There is no guarantee that the Ministry of Health will not interfere in clinical matters. That is not a fictitious, vague phantasy."

LORD HORDER

"You cannot stereotype medicine without a great deal of sacrifice. . It should be one of the functions of the hospital management committee or of the house committee to set up a medical staff committee, and such committee should have the right to nominate a reasonable number of its members to be members of the hospital management committee or house committee. Lastly, on the side of medical education, the Bill needs amending for at present it makes no provision for the laying upon the boards of governors of teaching hospitals any duties in respect of furthering medical education and research."

LORD AMULREE

"If you take the total figures of the chronic sick you will find that at least 30 per cent. are under 65 and ten per cent. under 45. . . . There is one big institution which I know not far from London where they have got an extremely good medical officer in charge of the chronic sick wards. She has been there now for about fifteen years. When I went down to see her the other day she told me that about 60 per cent. of the patients who came into the chronic sick ward were discharged and went into their own homes. . . You have merely got to realize that these patients are sick, and that if you have got a person who is sick the first thing you have to do is to make him better and get him up out of bed and walking about."

THE EARL OF LISTOWEL

"I agree with him that the spirit of voluntary service must be retained in the hospitals. It is something exceedingly precious that has rendered great service to the community and it must be preserved. There will be plenty of scope, as he said, for voluntary workers in time to come both in the wards and on the management or house committees which will run the hospitals. I hope some of the ladies who in the past have sold flags or carried collecting boxes will continue their good work by visiting the wards or, if they want to render even greater service, by scrubbing the floors. . . . It (the Bill) is as far from the all-embracing State system of medicine practised in Russia as it is from the commercial medicine favoured by the United States of America."

LORD LYLE

"They (the patients) will have no satisfactory way of airing their grievances and complaints, if they have any. The doctors, nurses and staffs are no longer to be the servants of the committee of the hospital. They will be the servants of some distant Regional Board, which, in turn, will be the puppets of the Minister."

LORD BEVERIDGE

"My experience as a university teacher is that it is possible to get the whole of your income as a salary, and while retaining considerable freedom and initiative, yet retain a sense of being in the service of the people with whom you are dealing. . . there are important differences between the medical profession and the university teaching profession. I think the main difference is that the medical profession has, on the whole, to work a good deal harder, also it has to work at less regular hours, and, on the whole, its job is not so pleasant because there are many patients who are not quite so attractive to deal with as the young men and young women in universities. For that very reason, I personally think you ought to pay the medical profession better than you pay the teachers. . . . There are many other things the medical profession can take from the university teaching profession. I hope it will take the practice of refresher courses."

LORD LUKE

"The noble and learned Lord on the Woolsack compared the Minister to the Commander-in-Chief and, as Commander-in-Chief, giving the orders. . . . A Commander-in-Chief (also) relies on vital information from the smallest units in the field, and forms his plan accordingly."

(*Further extracts will be published next week*)

Royal College of Nursing News

Membership form may be obtained from the Secretary, Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, W.1., or from local Branch Secretaries

Public Health Section

The Public Health Section within the Blackpool and District Branch.—A meeting will be held on Monday, October 14, at 7 p.m., at the Health Centre. Miss M. F. Reidy, Secretary of the Public Health Section, will be present. An invitation is extended to all in the Public Health Service.

Public Health Section Within the London Branch.—The Health Visitors, School Nurses and Tuberculosis Visitors Discussion Group will meet on Monday, October 21, at 6.30 p.m. at the Royal College of Nursing to discuss the future organisation of the group and to elect Honorary Officers. District nurses and midwives are welcome.

Branch Reports

Blackburn and District Branch.—A general meeting will be held on October 29 at 7.15 p.m. at the Royal Infirmary to discuss important business. Branch subscriptions, 2s. 6d. are due on November 1.

Bournemouth Branch.—The next General meeting will be held at 3 p.m. in the Nurses' Recreation Room, Royal Victoria and West Hants Hospital, Shelley Road, Boscombe, to discuss the Agenda of the Branches Standing Committee.

Coventry Branch.—There will be a meeting on October 22, at 7.30 p.m., in the nurses' home, The Municipal General Hospital, Gulson Road, Coventry.

Edinburgh Branch.—A general meeting will be held on Friday, October 18, at 7.30 p.m., in the Nurses' Club, 8 Drumsheugh Gardens. On Thursday, October 31 at 6.30 p.m., at 8 Drumsheugh Gardens, Edinburgh, there will be a lecture on "Diseases of the Eye in Children," by C. R. Duncan Leeds, M.B., Ch.B., F.R.C.S., D.O.M.S. Will any member who is willing to canvass for accommodation for the Musical Festival to be held next year please communicate with the Secretary, W.V.S., Castle Terrace, Edinburgh 2.

London Branch.—The Discussion Group was revived at a meeting last week and plans made to hold social meetings of wide interest in the second week of each month, alternately Monday and Wednesday, at 6.30 p.m. Miss M. Barrett, M.B.E., F.C.I.S., F.L.A.A., will speak on "The Place of Women in the Post-War World," at 6.30 p.m., on Monday, November 11. At all these Discussion Group meetings, members, non-members, men and women are welcome.

Reading and District Branch.—A general meeting will take place on Thursday, October 24 at 6.30 p.m., in the Committee Room of the Battle Hospital, Reading.

Stirlingshire Branch.—At an open meeting, Professor Cappell, Department of Pathology, Glasgow University gave a lecture with lantern slides, on "The Rh. Factor in Pregnancy," to a large and interested audience.

Swansea Branch.—A meeting will be held on Tuesday, October 22, at 6.30 p.m. at Morriston Hospital, to meet Miss Fairley of Canada, member of the International Council of Nurses.

Torquay Branch.—The next meeting will take place on Monday, October 21, at 3.30 p.m., at the Teignmouth Hospital. Will members of the Executive meet at 3 p.m. please. The Rev. Westall, of Shaldon, will give a talk. Tea will be provided.

The Yorkshire Branch at Leeds.—"A Christmas tree" party will be held on November 19 from 5 to 7 p.m., at Leeds General Infirmary by kind invitation of Miss Burbury, matron, on November 19. Please come and bring gifts for elderly and invalid nurses.

TO BRANCH SECRETARIES

The bigger *Nursing Times* will be available to more readers from November 1. Branch secretaries should remind members and their friends who wish to obtain their own copy to place their orders as early as possible with their newsagent, or with Messrs. Macmillan and Co., St. Martin's Street, W.C.2.

Public Health Refresher Course in Scotland

The refresher course for public health nurses, held in Glasgow in September, was well attended. Twenty-seven nurses from all parts of Scotland took the whole course, and many others from Glasgow and the surrounding district came for single days or for single lectures. On the first morning, Dr. Stuart Laidlaw, medical officer of health for Glasgow, welcomed the visitors and gave a most interesting talk on "Pulmonary Tuberculosis." Thereafter the programme included many interesting and instructive talks including "The State Medical Service" by Dr. Nora I. Wattie, "Infant Feeding" by Dr. Stanley Graham "Rheumatism in the School Child" by Dr., Arthur "Anderson, Mothercraft" by Dr. Mabel Mitchell, "Child Guidance" by Sister Marie Hilda of Notre Dame Training College, and many others. Visits were paid to Killearn Hospital, Lennox Castle Hospital, Eastpark Homes for Children, the factory of Hoover, Ltd., and Mearnskirk Hospital. Most of the lectures were held in the Lister Theatre at Glasgow Royal Infirmary, and the Scottish Board are extremely grateful to the Board of Managers for the granting of these facilities. At the end of the course a very special vote of thanks was given to Miss Husband, matron, and her staff who so very kindly provided a welcome cup of tea between lectures.

STUDY DAYS AT DARTFORD

The study days arranged by the North Kent Branch, Royal College of Nursing, at the County Hospital, Dartford recently, proved to be stimulating. Nurses from all over Kent were present. Dr. Bramley, deputy medical officer for the County, gave a summary of the future work of the public health nurse. Mr. Cardell presented his subject of dentistry with attractive humour. Mr. Meyrick Thomas, consultant surgeon, gave a valuable discourse on the treatment of the duodenal ulcer illustrated by specimens and diagrams. In the afternoon a visit was paid to Darenth Park Training Colony.

The second study day was opened by a talk by Miss Mason, of the Ministry of Food, on well-balanced meals. She inspired her audience with the possibility of rendering the present-day diet both attractive and efficient. Dr. Mills, from County Hall, Maidstone, the next speaker, covered a wide field while dealing with some of the advances in modern medicine and left his audience impatient for more. The afternoon visit to Peckham Health Centre awakened in the members the realisation of the need for further experimental centres of this kind. The concluding lecture by Mr. Brain, of J. & E. Hall, on Refrigeration in Medicine illustrated the growing dependence of the medical and nursing world on the skill, scientific knowledge and co-operation of other professions.

Members are indebted to the medical superintendent, Matron and Staff of the County Hospital, Dartford.

NURSES' APPEAL FOR NURSES

Nation's Fund for Nurses

The financial aspect of the Fund for our Elderly Nurses is naturally a weighty consideration. We very much want to realize a total of £11,000 before the end of the year. This is a challenge against time and an opportunity for all those who sympathize, to help us to achieve this target. It seems impossible to collect over £100 in less than three months, but Nansen said "The difficult is that which can be done immediately, the impossible is that which takes a little longer." We have until December 31! So, in spite of the many calls upon your generosity, *please* help the Fund to end the year with this nice round sum.

Donations for the Week ending Oct. 12, 1946

	£	s.	d.
College No. 26772		10	0
Miss Gregory, Liverpool (monthly donation) ...		2	6
Miss Gusterson, Petts Wood		5	0
Miss Brown Fowler, West of England Nurses' Co-operation	1	1	0
Miss Tavvey		2	6
Matron, nursing staff and patients (proceeds of whist drive at the Buxton Clinic)	4	0	0
Total ...	**£6**	**1**	**0**
Total to date ...	**£10,891**	**18**	**3**

We acknowledge with many thanks a warm cardigan from Miss Twivey, tinfoil and stamps from Mrs. Pigott, and anonymous donors and tinfoil from Miss Gaffney and Miss Gregory.

W. SPICER, Secretary, Nurses' Appeal Committee, Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, London, W.1.

Coming Events

Booth Hall Hospital for Children, Manchester 9.—The nurses' prize-giving will take place on Saturday, November 2, at 4 p.m. The Lord Mayor and Lady Mayoress will be present. Past members of the staff are invited.

Harrow Hospital.—The nurses' speech day will be held on Tuesday, October 22 at 3 p.m. in the Speech Room of Harrow School. Miss G. V. Hillyers, president of the Royal College of Nursing, will distribute certificates and prizes. A cordial invitation is extended to all friends of the hospital.

Hope Hospital, Salford.—The nurses' prize giving will be held on Saturday, November 2, at 3 p.m. Past members of the nursing staff are cordially invited. R.S.V.P. to Matron.

Mayday Hospital, Croydon.—The annual reunion will be held on October 31, at 2.30 p.m. Anyone wishing for accommodation should kindly notify Matron.

The National Association for the Prevention of Tuberculosis.—The next meeting of the Sanatorium Matrons' Section will be held on Thursday, October 24, at 2.30 p.m., at Manson House, Portland Place, W.1. In the absence of the Chairman, Miss E. M. Thornhill (Brompton Hospital), through illness, Miss B. A. Shaw (Harefield County Hospital) will be in the chair.

Royal Victoria Infirmary, Newcastle-upon-Tyne.—The nurses' reunion will be held on Friday, October 25, at 3 p.m. Matron cordially invites all past members of the staff.

Tuberculosis Educational Institute, Tavistock House North, W.C.1.—There will be a refresher course for almoners, health visitors, social workers and chief clerks from November 7 to 9. Details may be obtained from Dr. Harley Williams, at the above address.

MANY THANKS

Miss Watt, late of the Dewsbury and District General Infirmary, wishes to thank her staff most sincerely for the lovely coffee service which she received from them. She hopes to write to those who were unable to be present at the Presentation at an early date.

News in Brief

Success and a Symbol. Members of the school of midwives, Copenhagen, having passed their examinations, celebrate the occasion by dancing around the Stork Fountain

Books Instead of Blood

We understand their Majesties The King and Queen will open the New Bodleian Library at Oxford, in October, which, during the war, was used as a blood transfusion depot.

International Children's Fund

Following the UNRRA resolution passed at Geneva last month, Mr. La Guardia has appealed to the Economic and Social Council for the creation of an International Children's Fund. The balance of money left after UNRRA had ceased activities would provide the initial fund and the American public had already subscribed $550,000—it only remained for United Nations to establish the fund.

Honours

Mrs. W. Roberts, sister, Q.A.I.M.N.S./R., has been mentioned in dispatches in recognition of "gallant and distinguished services in Burma."

Radioactivity

The Government is to establish a national centre for the processing and distribution of radium, radon, and artificial radioactive substances for scientific, medical and industrial purposes. As a preliminary step, the Ministry of Supply is taking over the radio chemical business, building and plant of Thorium, Ltd., at Amersham, Buckinghamshire.

Re-opening of Hospital

After six years' war service, Hurstwood Park Hospital, Haywards Heath, was officially re-opened recently after reconditioning.

Prevention is Better . . . .

Of St. Kelvin's Hospital, Dublin's 2,000 patients, 1,000 are chronic sick: the hospital plans early specialist treatment to prevent chronic disease.

Successful Experiment

The Liverpool Queen Victoria District Nursing Association which inaugurated their Mobile Physiotherapy Service in January hope to have their third vehicle on the road soon.

From Scotland

A Fine Record

Miss Katharine A. Macdonald, district sister at the Glasgow Royal Maternity and Women's Hospital, is retiring after thirty-six years' service. Over 110,000 babies have been born during her years of office.

Physiotherapy in the Home

Perthshire branch of the British Red Cross Society is to enquire into the possibility of organizing a physiotherapy unit to give treatments in the patients' homes. In Fife, the Cowdenbeath and Cupar areas, medicinal mud packs have been found almost as effective as electrical treatment, though slower, and are used where electricity is not available.

CLASSIFIED ADVERTISEMENTS CONTINUED FROM PAGE X

COUNTY BOROUGH OF STOCKPORT SHAW HEATH HOSPITAL

Applications are invited for the appointment of female qualified **Staff Nurses,** for Mental Wards (Resident or Non-Resident). Salary in accordance with the Rushcliffe Report on Mental Nurses:—Applications in writing should be addressed to the Matron, Shaw Heath Hospital, Stockport.
Public Assistance Offices, ARTHUR BOND,
Shaw Heath, Public Assistance Officer.
Stockport. (570)

NORFOLK & NORWICH HOSPITAL, NORWICH
(440 Beds)

Immediate vacancies for two **Staff Midwives** for Maternity Block of 30 beds, abnormal cases. Rushcliffe scale of salaries, F.S.S. in force. Apply with full particulars to Matron. (577)

PRESTON HALL, NR. MAIDSTONE

Staff Nurses, S.R.N., and **Assistant Nurses** are required for the above Sanatorium. Rushcliffe scale of salary, and Federated Superannuation scheme in force. Opportunities to study for T.A. Examination. Apply Matron, Preston Hall, Maidstone, Kent. (650)

THE BRITISH LEGION SANATORIUM NAYLAND, NR. COLCHESTER

Staff Nurses, S.R.N., and **Assistant Nurses** are required for the above Sanatorium. Rushcliffe scale of salary, and Federated Superannuation scheme in force. Opportunities to study for T.A. Examination. Apply Matron, Preston Hall, Maidstone, Kent. (649)

COUNTY BOROUGH OF DEWSBURY WHITLEY GRANGE SANATORIUM
(30 Beds)

Applications are invited for the following appointments:—
One **Staff Nurse,** S.R.N. (with tuberculosis experience).
Three **Assistant Nurses.**
Salaries in accordance with the Rushcliffe Scale.
Applications, stating age, experience, and accompanied by testimonials, should be forwarded to the undersigned as soon as possible.
Public Health Dept., C. G. PAYTON,
Municipal Buildings, Medical Officer of Health.
Halifax Road, Dewsbury. (627)

SWANSEA COUNTY BOROUGH SWANSEA MATERNITY HOSPITALS
APPOINTMENT OF STAFF MIDWIVES

Applications are invited for the posts of **Staff Midwives.** Candidates must be State Registered Nurses and Certified Midwives.
Salaries, emoluments and conditions of service in accordance with the Report of the Rushcliffe Committee on Nurses' Salaries.
The Hospital is approved for training for Part I of the Central Midwives' Board examination.
Forms of application can be obtained from the Matron, Stouthall Maternity Hospital, Reynoidston, Gower.
The Guildhall, T. B. BOWEN,
Swansea. Town Clerk.
(608)

THE CORPORATION HOSPITAL SCARTHO, GRIMSBY
TRAINING SCHOOL FOR FEVERS AND TUBERCULOSIS

Staff Nurses required.
State Registered Nurses accepted for one year's training in Fevers and Tuberculosis.
Salary in accordance with the recommendations of the Rushcliffe Committee. Further particulars on application to the Matron. (618)

SOUTHEND-ON-SEA GENERAL HOSPITAL

Vacancies for two **District Nurses,** S.R.N., attached to Southend General Hospital. Rushcliffe salary. F.S.S. Apply Matron. (586)

HARPENDEN AUXILIARY HOSPITAL HARPENDEN, HERTS

Midwife required in November. Salary according to Rushcliffe scale. F.S.S. in force. Apply with full particulars to Matron. (657)

ROYAL FREE HOSPITAL GRAY'S INN ROAD, LONDON, W.C.1.

Staff Nurses required for general and private wards. Apply will full particulars to Matron. Also
Staff Midwives required, S.R.N. and S.C.M. essential. Apply with full particulars to Matron. (670)

DEWSBURY AND DISTRICT GENERAL INFIRMARY

Staff Nurses required for Ward duties, must be S.R.N. 96 hours fortnight. Good residential conditions. F.S.S. in force. Rushcliffe Scale of salaries. Apply with particulars of training and experience to Matron. (637)

NEWARK TOWN AND DISTRICT HOSPITAL
(70 Normal Beds)
AFFILIATED TRAINING SCHOOL FOR NURSES

Staff Nurse required. Rushcliffe Scale of Salary-Federated Superannuation Scheme in force.
Apply, with full particulars to Matron. (787)

KINGSTON UPON HULL CORPORATION HEALTH DEPARTMENT BEVERLEY ROAD HOSPITAL
CERTIFICATED FEMALE MENTAL ATTENDANTS

Applications are invited for the appointment of two certificated non-resident **Female Mental Attendants** to act as Staff Nurses.
Salary and conditions in accordance with Rushcliffe Scale.
Prospective applicants should make enquiries from the Matron. (799)

THE BOOTLE GENERAL HOSPITAL BOOTLE, LIVERPOOL, 20

Required. **Staff Nurses,** S.R.N. Rushcliffe Scale of Salaries and Federated Superannuation Scheme in force. Use of uniform.
Apply, with particulars of training, and Matron's name for reference to Matron. (717)

CITY OF SALFORD LADYWELL INFECTIOUS DISEASES HOSPITAL

Staff Nurse required for Tuberculosis Ward. Salary and conditions in accordance with Rushcliffe recommendations. Apply to Matron, Ladywell Hospital, Eccles New Road, Salford, 5.
H. H. TOMSON,
Town Clerk.
(747)

MEMORIAL HOSPITAL SHOOTERS HILL, LONDON, S.E.18 GENERAL HOSPITAL—(137 Beds)

Required: (*a*) **Staff Nurse** (experienced) for busy Theatre.
(*b*) **Junior S/Nurse** for Casualty and Out-Patient Department.
(*c*) **Staff/Nurse** for Women's Surgical and Gynaecological Ward.
(*d*) **Staff/Nurse** for Men's acute Surgical and Medical Ward.
(*e*) **Staff/Midwife** for Maternity Ward
Applications should be sent to the Matron, giving Matron's name for reference. (736)

GLOUCESTERSHIRE COUNTY COUNCIL SUNNYSIDE MATERNITY HOSPITAL

There are vacancies for **Staff Midwives** in the above Hospital and applications will be considered from candidates who are State Registered Nurses and State Certified Midwives or State Certified Midwives only. The Hospital has 63 beds and is a recognised training school for trained and untrained pupil midwives for the Part I certificate. Excellent experience in all types of midwifery normal and abnormal. Salary and conditions of service according to the recommendations of the Rushcliffe Committee. Off duty comprises whole day weekly, two evenings weekly from 4.30 p.m., half day (alternate morning and evenings) Sunday and 3 hours off daily on other days. The post is subject to medical examination for the purposes of the Local Government (Superannuation) Acts.
Applications, with details of training and experience and with two copies of recent testimonials to be sent to, the County Medical Officer of Health, 18 Berkeley Street, Gloucester.
Shire Hall, GUY H. DAVIS.
Gloucester. Clerk of the County Council.
(658)

QUEEN MARY'S HOSPITAL FOR THE EAST END STRATFORD, LONDON' E.15 "MARGARET LYLE" MATERNITY WING

Staff Midwife required for the above Hospital. S.R.N., S.C.M. Salary according to Rushcliffe Scale. Federated Superannuation Scheme in force. Apply by letter, or personally any morning, to Matron. (592)

WINFORD ORTHOPAEDIC HOSPITAL
(270 Beds)
NEAR BRISTOL
(Affiliated to the Bristol Royal Hospital as a training school)

Staff Nurses required. Facilities for taking Orthopaedic Certificate within twelve months. Salary according to the latest Rushcliffe award.
Applications, stating age, qualifications, and previous experience to the Matron. (705)

THE FIELDING JOHNSON PRIVATE HOSPITAL, LEICESTER
(44 Beds)

S.C. Midwives, S.R. Nurses and **Assistant Nurses** required. Now and later. Salaries and emoluments according to the Rushcliffe Scale of Recommendations. Federated Superannuation Scheme in Force. Apply with full particulars to Matron. (x127)

BARLINGTON MEMORIAL HOSPITAL
(210 Beds)
Theatre Staff Nurse required. The Rushcliffe Scale of salary in force. Apply with particulars of training and experience to Matron. (756)

NOTTINGHAM CHILDREN'S HOSPITAL
Staff Nurses required, S.R.N., or R.S.C.N. Rushcliffe Scale Superannuation Scheme in force. Apply with name of Matron for reference to Matron, Children's Hospital, Nottingham. (819)

HULL ROYAL INFIRMARY
Staff Nurse (S.R.N. and Ophthalmic Certificate) required. Rushcliffe scale. Federated Superannuation Scheme. Apply, stating age, experience and with references to Matron. (829)

CAMERON HOSPITAL
WEST HARTLEPOOL
Staff Nurses required for Wards and Special Department, and one for night duty. Rushcliffe Scale of salary. Uniform provided. F.S.S. in force.
Applications, stating age and experience, to be addressed to the Matron. (812)

MARKET HARBOROUGH HOSPITAL
Two **Staff Midwives** required. 15-bed unit. Salary, Rushcliffe Scale. F.S.S.N. Apply Matron, Market Harborough Hospital. (824)

BLACKBURN AND EAST LANCASHIRE ROYAL INFIRMARY
(248 Beds)
Theatre Staff Nurse required. Salary in accordance with Rushcliffe Scale with superannuation. Apply, with names for reference, to the Matron. (x45)

ROYAL UNITED HOSPITAL, BATH
(280 Beds)
Wanted. **Staff Midwife** for duty in Maternity Department. Salary according to Rushcliffe rates. Uniform provided. F.S.S. in force. Apply, with full particulars, to the Matron. (x81)

ASHFORD HOSPITAL, KENT
Staff Nurses required, S.R.N. Maternity experience. Alternate day and night duty. Rushcliffe scale.
Apply to Matron with full particulars of training and experience. (x50)

HERTFORD COUNTY HOSPITAL
HERTFORD, HERTS.
Staff Nurses (2) required for duty in Medical and Surgical Wards. Rushcliffe conditions of service. F.S.S. in force. Apply with full particulars, to Matron. (x87)

RAMSGATE GENERAL HOSPITAL
(101 Beds)
Staff Midwife required for Maternity Ward of 12 beds. Rushcliffe scale of salary. Apply with full particulars, to the Matron. (x102)

THE ROYAL EYE HOSPITAL
SOUTHWARK, S.E.1.
Staff Nurses required. Post Graduate ophthalmic course of one year for S.R.N.'s; may be resident or non-resident. Revised Rushcliffe Scale and F.S.S.N. in force. Apply Matron, with testimonials. (x236)

ALDERSHOT HOSPITAL
MATERNITY UNIT
Two **Staff Midwives** required. S.R.N., S.C.M. Salary according to the Rushcliffe scale, plus £6 uniform allowance. F.S.S. in force. Apply Matron. (x94)

LUTON & DUNSTABLE HOSPITAL
LUTON, BEDS.
(214 Beds)
Staff Nurse required for the Private Ward Extension. S.R.N. and S.C.M. essential.
Theatre Staff Nurse required with good Theatre experience.
Salary and emoluments in accordance with the Rushcliffe Scale. F.S.S. in force.
Apply, with full particulars and Matron's name for reference, to the Matron. (x108)

SALOP COUNTY COUNCIL
PREES HEATH SANATORIUM
NR. WHITCHURCH
Applications are invited from State Registered Nurses, preferably with experience in dealing with cases of Tuberculosis, for the post of **Staff Nurse** at Prees Heath Sanatorium (11 beds). Salary in accordance with the Rushcliffe Scale.
Forms of application can be obtained from the County Medical Officer, County Health Offices, College Hill, Shrewsbury, to whom they should be returned as soon as possible together with copies of two recent testimonials.
Shirehall, Shrewsbury. G. C. GODBER,
July 30th, 1945. Clerk of the County Council. (x30)

HERTFORD COUNTY HOSPITAL
HERTFORD
Staff Midwife required for Maternity Department of 20 beds. Rushcliffe conditions of service and F.S.S. in force. Apply, with full particulars to the Matron. (x113)

MARY STANLEY TRAINING HOME AND DISTRICT NURSING ASSOCIATION, BRIDGWATER
Part II Midwifery Training School, also approved for Training in the Administration of Gas and Air Analgesia. Intern work (25 beds) and extern work undertaken.
Required Three **Staff Midwives** to assist in the practical training of pupil midwives (Intern work). Queen's or non-Queen's.
Rushcliffe scales and F.S.S. adopted.
Apply, Superintendent, 6-12 Castle Street, Bridgwater, Som. (x878)

BROMLEY AND DISTRICT HOSPITAL, BROMLEY, KENT
(204 Beds)
Staff Nurses required.
Staff Midwives required.
Apply with particulars to Matron. (x185)

LUTON AND DUNSTABLE HOSPITAL, LUTON, BEDS.
(214 Beds)
Staff Nurses (S.R.N.) required for the Out-Patients Department and for Ward duty. Alternate week-ends are given; the experience is good, and preference will be given to those recently having completed their training and requiring further experience.
Assistant Nurses. Two Assistant Nurses required for night duty. Preference will be given to friends.
The salary and emoluments for the above posts will be in accordance with the Rushcliffe Scale. F.S.S. in force. Please apply, giving full particulars, to the Matron. (x187)

CHORLEY AND DISTRICT HOSPITAL LANCS.
Staff Midwife required for Night Duty. Salary in accordance with Midwives Salary Scale. F.S.S. in force. Applications, with testimonials to be sent to the Matron immediately. (x170)

BURY INFIRMARY, LANCS.
Staff Midwife required, S.R.N., S.C.M. Salary in accordance with Rushcliffe (Midwives') Report and F.S.S. in operation. Applications to Matron with Matron's name for reference. (x131)

ILFORD COUNCIL MATERNITY HOME
(51 Beds)
Vacancies for **Staff Midwives.** Salary in accordance with the Rushcliffe Scale.
The Home is a Training School for Part I of the C.M.B. examination.
All applications in writing, giving experience, age, qualifications and particulars of training to be made immediately to the Medical Officer of Health, Public Health Offices, Valentines Mansion, Ilford. (983)

BURY INFIRMARY, LANCS.
(159 Beds)
Staff Nurses required, S.R.N. Salary in accordance with Rushcliffe Report and F.S.S. in operation. Applications to Matron, with Matron's name for reference. (x132)

DEVON COUNTY COUNCIL
MEDICAL DEPARTMENT
STOKE LYNE INSTITUTION
WITHYCOMBE, EXMOUTH
Nurse required—possessing R.M.P.A., Certificate at this Institution for mentally defective boys. Salary according to the Rushcliffe Scale for Staff Nurses—£140 rising by annual increments of £10 to £180, followed after 5 years at £180 by a further increment of £10, and after another 5 years by an additional increment of £10. Total value of emoluments £100.
Two **Nursing Assistants** required—mental deficiency experience an advantage, but not essential. Salary according to the Rushcliffe Scale—£110 rising by annual increments of £5, to £140 followed by increments of £5 every two years to £180 (with experience). Applicants having had no experience, salary first year £75, second year £80, third year £85, with emoluments valued at £100 and £75 respectively.
Forms of application to be obtained from The County Medical Officer, 4 Barnfield Crescent, Exeter, to be returned to him at the earliest possible date.
A. J. WITHYCOMBE,
Clerk of the Council. (x360)

ST. MARY'S HOSPITAL, PADDINGTON W.2.
Applications are invited from State Registered Nurses (Non-resident) for floor duty in the Private Wing. Particulars of qualifications and names for references to Matron. (x397)

SUSSEX MATERNITY HOSPITAL
BUCKINGHAM ROAD, BRIGHTON
Staff Midwives required. Apply, with full particulars to the Matron. (874)

MIDDLESEX COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT
STAFF NURSES
Vacancies at:—
(I) GENERAL HOSPITALS
Ashford County Hospital, Middlesex. (a) for General Wards; (b) for tuberculosis wards; preference given to candidates with T.A. Certificate; salary and service allowances where applicable, as for sanatoria; additional £10 p.a. for T.A. Certificate.
Central Middlesex County Hospital, Park Royal, N.W.10. (a) for general wards; must be experienced; (b) for mental block; S.R.M.N. or R.M.P.A. Certificate essential, salary, etc., governed by Report of Mental Nurses' Sub-Committee.
Chase Farm Hospital, Enfield, Mx. (a) Ambulance Nurse; Part I of C.M.B. certificate essential; additional £5 p.a. paid for this qualification while employed on ambulance duty; (b) for general wards.
Hillingdon County Hospital, Near Uxbridge, Mx.—Whole-time or part-time when paid pro-rata on non-resident scale. (a) for children's wards; S.R.N. and R.S.C.N.; additional £10 p.a. while so employed if on both parts of State Register; (b) for general and chronic wards, out-patient department and theatre; (c) for V.D. Clinic; additional £20 p.a. while so employed.
North Middlesex County Hospital, Edmonton, N.18. (a) General; (b) for mental block; S.R.M.N. or R.M.P.A. Certificate essential; additional £10 p.a. if also S.R.N. (general).
Redhill County Hospital, Edgware, Mx. (a) for general wards; (b) for children's wards; S.R.N. and R.S.C.N.; additional £10 p.a. while so employed if on both parts of State Register; (c) for ophthalmic ward; must be experienced and hold ophthalmic certificate.
West Middlesex County Hospital, Isleworth, Isleworth, Mx. (a) Ambulance Nurses for general and midwifery work; C.M.B. certificate essential; additional £5 p.a. paid for this qualification while employed on ambulance duty; (b) for children's wards; S.R.N. and R.S.C.N.; additional £10 p.a. paid while so employed if on bothpartsof State Register; (c) for general wards; (d) for tuberculosis wards; preference given to candidates with T.A. Certificate; salary, and service allowances where applicable, as for sanatoria; additional £10 p.a. for T.A. certificate.
(II) SANATORIA
Preference given to candidates with T.A. certificate; for which additional £10 p.a. paid. Additional service allowance payable, £40 after completion of first period of two years' continuous whole-time service in pulmonary tuberculosis and £20 on completion of each further continuous year of such service, where appropriate.
Clare Hall County Hospital, South Mimms, Barnet, Herts. (a) for children's wards; S.R.N. with children's experience and or R.S.C.N.; (b) for adult wards, including wards for major chest surgery. Opportunity of qualifying for T.A. certificate if desired.
Harefield County Hospital, Harefield, Mx. (a) for children's wards; S.R.N. with children's experience and/or R.S.C.N.; (b) for adult wards; opportunity of qualifying for T.A. certificate if desired.
Rushcliffe salary scales and service conditions, etc., applicable. All posts are "resident" as defined by Rushcliffe Reports, but candidates may be "non-resident" if they wish. Established and pensionable staff, subject to medical examination.
Forms and full particulars from Matron of Hospital where appointment required.
Middlesex Guildhall, Westminster, S.W.1. (A.534). C. W. RADCLIFFE,
Clerk of the County Council. (1055)

DENBIGHSHIRE COUNTY COUNCIL
WREXHAM EMERGENCY HOSPITAL
Applications are invited for the following appointments:—
Female Staff Nurses for General Wards. Good experience in all types of General Nursing may be obtained.
Male Staff Nurses. Chiefly for Male Medical, Surgical and Urological Wards.
Female Assistant Nurses, enrolled or anticipating enrolment. With good experience in acute nursing.
Male Assistant Nurses. Ex-R.A.M.C. men considered. Must have had experience in bedside technique.
All the above posts are non-resident and good non-resident billets provided if required for successful applicants.
Salaries and conditions in accordance with the terms of the Rushcliffe Committee.
Applications, giving age, qualifications and experience and accompanied by copies of two recent testimonials to be sent to the Matron, Emergency Hospital, Wrexham, Denbighshire. (908)

ROYAL SOUTH HANTS AND SOUTHAMPTON HOSPITAL
Staff Nurse required for Male Surgical and Orthopaedic Ward. Experience of Orthopaedic work desirable. Salary according to the Rushcliffe Scale. F.S.S. in force. Apply, with full particulars to the Matron. (913)

ARDS DISTRICT HOSPITAL
STAFF WANTED
The Committee of Governors of the above Hospital require the services of a State Registered **Nurse** and a **Staff Midwife** at the scales of remuneration and emoluments fixed for the positions in accordance with the terms of the Taylor Report, with an additional allowance of £5 10s. 0d. per annum in lieu of uniform.
The persons appointed will require to register with the Joint Nursing and Midwives' Council for Northern Ireland and the appointments will be subject to the approval of the Ministry of Health and Local Government.
Applications, enclosing copies of testimonials and certificates of training, should be forwarded to the undersigned.
Hospital Buildings, Newtownards. (By Order), ALEXANDER MCNEILLY,
Clerk to the Governors. (914)

ISLE OF ELY COUNTY COUNCIL
APPOINTMENTS
The Isle of Ely Public Assistance Committee invite applications for the following appointments at the Ely and Wisbech Public Assistance Institutions:
Staff Nurses.
Assistant Nurses.
Nursing Assistants.
Salary and conditions in accordance with the Rushcliffe Committee recommendations.
The posts will be subject to the provisions of the Local Government Superannuation Act, 1937, and the persons appointed may be required to pass a medical examination.
Forms of application obtainable from the undersigned.
County Hall, March, Cambs. G. W. PARVIN,
Public Assistance Officer. (935)

KING'S COLLEGE HOSPITAL, S.E.5
Staff Midwives required for the Midwifery Department. Salary in accordance with Rushcliffe recommendations. Federated Superannuation Scheme in force. Apply, with full particulars and Matron's name for reference to Sister Matron. (1001)

DENBIGHSHIRE COUNTY COUNCIL
PUBLIC ASSISTANCE DEPARTMENT
CROESNEWYDD HOSPITAL, WREXHAM
APPOINTMENT OF NURSING STAFF
Applications are invited for the following appointments, viz.:—
Female Staff Nurses. To take alternate night duty. Candidates must be state-registered nurses.
Female Assistant Nurses. To take alternate night duty.
Male Nurses (non-resident). To take alternate night duty.
Salaries and conditions in accordance with the recommendations of the Rushcliffe Committee.
The above posts are subject to the provisions of the Local Government Superannuation Act 1937 and the successful candidates will be required to pass a medical examination.
Applications, giving age, qualifications and experience and accompanied by copies of two recent testimonials should be sent to the Matron, Croesnewydd Hospital, Wrexham.
County Offices, Ruthin. WILLIAM JONES,
Clerk of the County Council. (1005)

THE ROYAL NAVAL AND ROYAL MARINE MATERNITY HOME
Wanted urgently, Two **Staff Midwives,** S.R.N., S.C.M., preferred. Rushcliffe scale and F.S.S.N in force Previous experience desirable, not essential.
Also **Assistant Nurses** required. For particulars apply to Matron, Bowlands, Clifton Road, Southsea. (966)

LONDON COUNTY COUNCIL

Staff Nurses (female), S.R.N., required for nursing surgical and medical cases in the chest unit at Horton emergency hospital, Epsom, Surrey. Salary and conditions according to Rushcliffe Scale. Apply, to Matron (2436). (1069)

ISOLATION HOSPITAL
LETCHWORTH GARDEN CITY, HERTS.

Applications are invited for the posts of resident or non-resident **Staff Nurse** (S.R.F.N.). **Assistant Nurse** and **Probationer Assistant Nurse** at the above Hospital. Salary and conditions in accordance with the Rushcliffe Report.

Apply to Matron, Isolation Hospital, Hitchin Road, Letchworth. (1025)

NORTH RIDING OF YORKSHIRE COUNTY COUNCIL

Applications are invited for the posts of **midwives** at the County Maternity Home, Mount Pleasant, Northallerton (30 beds). Good experience in midwifery offered to newly qualified midwives.

Salaries and conditions of service in accordance with Rushcliffe reports.

Applications, stating age, qualifications and experience, and giving two names for reference, to be sent to the undersigned as soon as possible.

County Hall, H. G. THORNLEY,
Northallerton. Clerk of the County Council. (1027)

WEST NORFOLK AND KING'S LYNN GENERAL HOSPITAL

Staff Nurses required, S.R.N. Rushcliffe Scale in force. Apply, with particulars to the Matron. (1031)

MOUNT VERNON HOSPITAL AND THE RADIUM INSTITUTE NORTHWOOD, MIDDX.

Staff Nurses, S.R.N. required for Theatre and Out-patient Department.

Salary and conditions in accordance with Rushcliffe recommendations.

Applications, stating age, particulars of training and experience, to be forwarded to the Matron. (1033)

MOUNT VERNON HOSPITAL AND THE RADIUM INSTITUTE NORTHWOOD, MIDDX.

Staff Nurses, S.R.N. required for Radium Wards. Course of instruction given in this special work and certificate given after period of satisfactory service. Salary and conditions in accordance with Rushcliffe recommendations.

Applications, stating age, particulars of training and experience, to be forwarded to the Matron. (1034)

STROUD GENERAL HOSPITAL
STROUD, GLOS.

There are vacancies for **Staff Nurses,** uniform provided. Rushcliffe scale of salaries. Apply, with full particulars to Matron. (1040)

BOROUGH OF LLANELLY
MATERNITY HOME
RESIDENT MIDWIFE

Applications are invited for the above post. Candidates must be S.R.N., S.C.M. Salary and conditions in accordance with the Rushcliffe Scale. Applications should be forwarded to the Medical Officer of Health, Old Town Hall, Llanelly, immediately.

DAVID J. PHILLIPS,
Town Clerk. (832)

THE GENERAL INFIRMARY AT LEEDS

Staff Nurses required for the Brotherton Wing for Private Patients. Salary according to the Rushcliffe scale. Uniform is provided. The Federated Superannuation Scheme is in force. Apply with full particulars and two names for reference to Matron, General Infirmary at Leeds. (838)

QUEEN ELIZABETH HOSPITAL FOR CHILDREN
HACKNEY ROAD, E.2.

Staff Nurses required, R.S.C.N., for medical and surgical wards, also R.S.C.N., to take post certificate training as **Theatre Staff Nurse.** Apply giving full particulars of training and matron's name for reference to the Matron. (842)

ESSEX COUNTY COUNCIL

Applications are invited for the following appointments at the Essex County Council Hospital, Black Notley, near Braintree.

(a) **Theatre Staff Nurse;**
(b) **Staff Midwife** for Sanatorium Maternity unit.

Salaries attaching to the posts and other terms and conditions of appointment will be in accordance with the recommendations of the Rushcliffe Committee from time to time applicable, and as adopted by the County Council.

Application forms and full particulars may be obtained from the Matron. (850)

ROYAL EAST SUSSEX HOSPITAL, HASTINGS

Theatre Staff Nurse required for modern theatre block. Rushcliffe Scale of Salary and Federated Superannuation Scheme in force. Apply, with Matrons' names, for reference to the Matron. (1073)

BRADFORD ROYAL INFIRMARY
(498 Beds)

Staff Nurse required for Private Patients' Home run on Hospital lines. Salary in accordance with Rushcliffe Scale. F.S.S. in force. Apply Lady Superintendent. (988)

KENT COUNTY COUNCIL
BLEAN INSTITUTION
NEAR CANTERBURY
EASTRY INSTITUTION, NR. DOVER

Mental Nurses (female) required, either (a) resident or (b) to live out, at the above named Institutions.

Salary according to service within the appropriate "Rushcliffe" scales—Class I, i.e., those with at least three years' mental nursing service, from £110-£140, plus long service increments where applicable, with (a) full residential emoluments or (b) meals whilst on duty and a living-out allowance of £80 a year. Class II, 1st year £75, 2nd year £80, 3rd year £85, with (a) full residential emoluments, or (b) meals whilst on duty and a living-out allowance of £55 a year.

Application forms and particulars from the Matron at the Institution concerned, to whom completed applications should be sent.

County Hall, W. L. PLATTS.
Maidstone. Clerk of the County Council.
October 10th, 1946. (944)

KENT COUNTY COUNCIL
COUNTY HOSPITAL, ORPINGTON
TUBERCULOSIS SERVICES

Staff Nurses, S.R.N., required for the Tuberculosis Unit. Salary according to service within the appropriate "Rushcliffe" scales £130 to £170 a year, plus long service increments where applicable, with full residential emoluments. Uniform. Superannuation. Medical examination necessary.

Application forms and particulars obtainable from the Matron at the Hospital, to whom completed applications should be sent.

County Hall. W. L. PLATTS.
Maidstone. Clerk of the County Council.
October 10th, 1946. (950)

BUCKS COUNTY COUNCIL
SLOUGH EMERGENCY HOSPITAL

Required: **Staff Nurses,** S.R.N.

Salary and conditions of service in accordance with the Rushcliffe Scale, plus £12 per annum, uniform allowance.

Applications, with Matron's name for reference to the Matron, Slough Emergency Hospital, Albert Street, Slough. (852)

METROPOLITAN DISTRICT NURSING ASSOCIATION

QUEEN'S KEY TRAINING HOME

State-Registered Nurses required to qualify for the Queen's Roll. New Courses commence January 1st, March 27th, May 23rd. Rushcliffe Salary Scale. Apply Superintendent, 31 Bedford Place, London, W.C.1. (885)

LONDON COUNTY COUNCIL
SHEFFIELD STREET HOSPITAL
(VENEREAL DISEASE)

Staff Midwife, S.R.N., S.C.M., required at the above hospital immediately. Experience in V.D. work will be an advantage. Rushcliffe Scale of Salaries and Conditions of service.

Apply, stating full particulars to Matron-in-Chief, County Hall, Westminster Bridge, London, S.E.1 (891)

PARK PREWETT HOSPITAL
BASINGSTOKE
(E.M.S.)

Required Urgently. Trained **Nurses** for work in special units, Orthopaedic, Surgical and Medical Wards. Rushcliffe Scales of pay in operation. Applications to Matron. (964)

CITY OF MANCHESTER

STUDENT NURSES wanted now and later at the following municipal hospitals:

TUBERCULOSIS SANATORIA (Affiliated training schools—minimum age 18 years).

Abergele Sanatorium (262 Beds), Abergele, North Wales. £60, £70.
Baguley Sanatorium (421 Beds), Near Altrincham, Cheshire. £60, £70.

GENERAL HOSPITALS (complete training schools—minimum age 18 years).

Crumpsall Hospital (1,400 beds), Delaunays Road, Crumpsall, Manchester. 8. £55 by £10 to £75.
Withington Hospital (1150 Beds), West Didsbury, Manchester, 20. £55 by £10 to £75.

INFECTIOUS DISEASES HOSPITAL (Training School—minimum age 17 years).

Monsall Hospital (600 Beds), Newton Heath, Manchester, 10. £55 by £10 to £65.

Salaries, etc., in accordance with the recommendations of the Report of the Rushcliffe Committee, with emoluments, board, residence, and laundry, and uniform in addition.

All applications should be addressed to the Matrons of the establishments. (480/3)

ABERDEEN OLD PEOPLE'S WELFARE COUNCIL

Applications are invited from qualified nurses interested in the welfare of old people for appointment as **Matron-Superintendent** of a Home in Aberdeen for aged persons of both sexes. Duties to commence early in the New Year. Salary according to the Wheatley Scale plus responsibility pay. Applications, stating age, qualifications, and experience, with copies of not more than three recent testimonials should be sent by October 31st, 1946, to the Hon. Secretary to the Council, 38 Castle Street, Aberdeen, from whom any further particulars may be had. (877)

CITY OF GLOUCESTER
CITY GENERAL HOSPITAL
GREAT WESTERN ROAD
A Municipal Hospital and a Complete Training School for Nurses

Applications are invited for the posts of **Staff Nurses** for Plastic Surgery and General Wards.

Salary and conditions in accordance with the recommendations of the Rushcliffe Report.

Applications, together with name for reference, to be sent to the Matron. (970)

KENT COUNTY COUNCIL
STAFF NURSES

Applications are invited for the appointment of **Staff Nurses** either (a) resident, or (b) to live out, at the County Hospitals of Minster (Sheppey), Farnborough, Nr. Bromley, and Royal Victoria Hospital, Folkestone.

Salary according to service within the appropriate Rushcliffe Scale £120-£160 a year (a) with full residential emoluments, or (b) meals whilst on duty and a living out allowance of £80 a year in lieu of residential emoluments. Uniform. Superannuation. Medical examination necessary.

Application forms and particulars obtainable from the Matron at the Hospital concerned, to whom completed applications should be sent.

County Hall, W. L. PLATTS.
Maidstone. Clerk of the County Council
October 10th 1946. (951)

PARK PREWETT HOSPITAL
BASINGSTOKE

Required Urgently. **Assistant Nurses** for work in E.M.S. Wards. Rushcliffe Scales of pay in operation. Applications to the Matron. (963)

MIDDLESEX COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT
PUPIL ASSISTANT NURSES
WEST MIDDLESEX COUNTY HOSPITAL, ISLEWORTH, MX.

Candidates are accepted at above hospital for a 2 yrs. course of training (including 2 months in Preliminary Training School) in preparation for General Nursing Council Examination for admission to Roll of Assistant Nurses. Rushcliffe salary scales and service conditions applicable. The posts are "resident" as defined by the Report. Unestablished appointments; medical examination.

Government special training allowances payable in addition to salary to certain candidates who are over 20 years, and have given at least 1 year's whole-time service in work of national importance.

Next term begins 31.12.46. For forms and full particulars apply direct to Matron of Hospital.

Middlesex Guildhall, C. W. RADCLIFFE,
Westminster, S.W.1. Clerk of the County Council.
(A.535). (1056)

NEWSTEAD SANATORIUM, FISHPOOL NR. MANSFIELD, NOTTS.
(210 Beds)

AFFILIATED WITH NOTTINGHAM CITY AND MANSFIELD GENERAL HOSPITAL

Additional staff required for the opening of a new ward.

Temporary **Sister Tutor.** Willing to assist with administrative duties when required.

Staff Nurses, S.R.N. Facilities available for obtaining the Tuberculosis Association Certificate.

Enrolled **Assistant Nurses.**

Student Nurses for two years' training. Candidates should be 17 years of age or over.

Salaries, conditions and special grants according to the Revised Rushcliffe Recommendation. Local Government Superannuation Scheme in force. Further particulars may be obtained on application to Matron. (973)

BERKSHIRE COUNTY COUNCIL
NURSING VACANCIES

Applications are invited for the following appointments:—

Maternity Staff Nurse for the Windsor Public Assistance Institution.

Night Sisters for the Wallingford and Wokingham Institutions.

Ward Sisters for the Newbury and Wokingham Institutions.

Staff Midwives for Newbury, Maidenhead, Wallingford and Wokingham Institutions.

Deputy Sister, R.M.P.A., **Female Staff Nurses** R.M.P.A., for the Hungerford Institution.

Male and Female Nursing Assistants for Hungerford Institution.

Salaries for the above appointments are paid in accordance with the Rushcliffe Recommendation.

Applications to be made on forms obtainable from the County Public Assistance Office, 3, Abbot's Walk, Reading. (1067)

THE KING EDWARD VII WELSH NATIONAL MEMORIAL ASSOCIATION

Applications are invited for the following posts:—

GLAN ELY TUBERCULOSIS HOSPITAL
(244 Beds), **Fairwater, Cardiff.**
Staff Nurses.
Student Nurses.

SOUTH WALES SANATORIUM
(286 Beds for male pulmonary cases), **Talgarth, Brecs.**
3 Staff Nurses.
3 Assistant Nurses.
Student Nurses.

Salaries in accordance with the revised Rushcliffe Scales, Board, residence, uniform and laundry in each case; holidays with pay and holiday allowance after six months' continuous service.

Applicants for the posts of Staff Nurses which are superannuable, will be subject to medical examination.

Apply, immediately to the Matron in each case. (924)

EAST SUFFOLK COUNTY COUNCIL

A Children's Nurse (trained in Children's nursing) is urgently required for the model Nursery to be opened at the Stowmarket Children's Homes. Payment at appropriate salary under Rushcliffe Scale for a Registered Sick Children's Nurse.

Board, lodging and laundry will be provided, in respect of which there will be a deduction of 23/- per week. Uniform or allowance in lieu thereof, will also be provided.

The Superannuation Acts apply to the appointment.

Applications, giving age, previous experience and qualifications, with copies of two recent testimonials, should be sent to the Public Assistance Officer, County Hall, Ipswich. (517)

THE GENERAL INFIRMARY AT LEEDS

There are vacancies at Castleford, Normanton and District Hospital for **Assistant Nurses.** Salary according to the Rushcliffe scale. Uniform is provided. Apply with full particulars and two names for reference to Matron, General Infirmary at Leeds. (839)

THE GENERAL INFIRMARY AT LEEDS

Enrolled **Assistant Nurses,** Male and Female, required for the Brotherton Wing for Private Patients. Salary according to the Rushcliffe scale. Apply, with full particulars and two names for reference, to Matron, General Infirmary at Leeds. (840)

LEICESTERSHIRE COUNTY COUNCIL
BOSWORTH PARK INFIRMARY AND MELTON MOWBRAY INFIRMARY

COMPLETE TRAINING SCHOOLS FOR ASSISTANT NURSES APPROVED BY THE GENERAL NURSING COUNCIL

There are vacancies at the above Infirmaries for **Pupil Assistant Nurses.** Two years' course. Salary, sick pay allowances, etc., in accordance with the Rushcliffe Report.

Apply, stating full name, age, giving general particulars of education, etc., and forwarding copies of two recent testimonials to the Director of Public Assistance, 6 St. Martin's, Leicester. (837)

WEST SUSSEX COUNTY COUNCIL
RICHARD'S HOSPITAL, CHICHESTER

The following are required at the above Hos-
—
Midwives for small Maternity Unit. Immediately.
Enrolled **Assistant Nurses** in wards reserved for nursing of the aged sick.
Student Nurses. Vacancies exist for girls of less than 17½ years of age. The Hospital is organised as a complete training school for Nurses by the General Nursing Council for England and Wales. Period for training is for three years.
Pupil Assistant Nurses. The Hospital has been recently approved by the General Nursing Council as a complete training school for Assistant Nurses. Training is for two years, and pupils are prepared for the General Nursing Council's examination and entry to the Roll of Assistant Nurses.
Salaries in all cases in accordance with the Rushcliffe Recommendation. For further details and application forms, apply to the Matron, St. Richard's Hospital, Chichester.
T. C. HAYWARD,
October 1st, 1946. Clerk of the County Council. (556)

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
ST. JAMES'S HOSPITAL

Female **Nursing Assistants** (resident or non-resident) required for Mental Wards. Salary and conditions of service in accordance with the Rushcliffe Scale.
Apply Matron, St. James's Hospital, Leeds, 9. (568)

COUNTY BOROUGH OF STOCKPORT
SHAW HEATH HOSPITAL

Applications are invited for the appointment of Enrolled **Assistant Nurses** (Males Non-Resident—Females Resident or Non-Resident). Remuneration and conditions of service in accordance with the Rushcliffe Report. Applications in writing to be made as soon as possible to the Matron, Shaw Heath Hospital, Stockport.
Public Assistance Offices, ARTHUR BOND,
Shaw Heath, Public Assistance Officer.
Stockport. (571)

COUNTY BOROUGH OF STOCKPORT
SHAW HEATH HOSPITAL

Applications are invited for the appointment of Female Intermediate **Assistant Nurses** (Resident or Non-Resident). Salary and conditions of service in accordance with the Rushcliffe Report. Applications in writing to be made as soon as possible to the Matron, Shaw Heath Hospital, Stockport.
Public Assistance Offices, ARTHUR BOND,
Shaw Heath, Public Assistance Officer.
Stockport. (572)

COUNTY BOROUGH OF DARLINGTON
GREENBANK MATERNITY HOSPITAL

Required, Resident Enrolled **Assistant Nurse,** preferably with some experience of Maternity Work, alternate day and night duty. Salary, emoluments and conditions of service according to Rushcliffe Scale, 48 hour week. Applications, stating age and experience, together with copies of two recent testimonials to Matron, Greenbank Maternity Hospital, Darlington. (584)

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
KILLINGBECK SANATORIUM

Assistant Nurses (Male and Female) required immediately. Salary and conditions of service accordance with the Rushcliffe scale. Uniform provided during service.
Apply with full particulars to the Matron, Killingbeck Sanatorium, Leeds. (661)

TAYLOR MEMORIAL HOME

Urgently required—Three Enrolled **Assistant Nurses** or **Trained Nurses,** if this Home with its noble work is not to be closed. The Home is a hospital for the treatment and training of women suffering from inoperable malignant disease in its last stages. The Home was moved to Cannock during the war and will return to Birmingham as soon as the necessary reconstruction there can be done. Rushcliffe Scale. Apply—The Matron, Taylor Memorial Home, White Lodge, Cannock, Staffs. (714)

PETERBOROUGH DISTRICT MEMORIAL HOSPITAL

Female **Ward Orderlies** required. Salary in accordance with the National Joint Council for Hospital Workers. Apply giving full experience, to the Matron. (590)

DARLINGTON, HARMONDSWORTH AND CRANFORD COTTAGE HOSPITAL
(16 Beds)

Two Enrolled **Assistant Nurses** required. Work chiefly Maternity. Rushcliffe Scale of salary, uniform provided. Application with particulars, addressed to Matron. (702)

CITY OF SALFORD
LADYWELL INFECTIOUS DISEASES HOSPITAL

Assistant Nurses required for Tuberculosis Wards. Salary in accordance with Rushcliffe Scale. Apply to Matron, Ladywell Hospital, Salford, 5, Lancs.
H. H. TOMSON,
Town Clerk.
(746)

ROYAL LONDON OPHTHALMIC HOSPITAL
(MOORFIELDS EYE HOSPITAL), CITY ROAD, E.C.1.
(Affiliated with Guy's Hospital, Charing Cross Hospital and St. Mary's Hospital, Paddington)

Student Nurses required to enter Preliminary Training School.
Matriculation or School Leaving Certificate required. Two years' training. Salary in accordance with the Rushcliffe Committee Report. Examination held and Certificate and Moorfields Badge given to successful candidates.
Apply Matron. (480/14)

HARPENDEN AUXILIARY HOSPITAL
HARPENDEN, HERTS

Two **Assistant Nurses** required for general wards. Salary according to Rushcliffe scale. F.S.S. in force. Apply with full particulars to Matron. (656)

THE ROYAL HOSPITAL
WOLVERHAMPTON
(INCORPORATED UNDER ROYAL CHARTER)
(310 Beds)

Enrolled **Assistant Nurses,** required immediately for the Hospital Annexes.
Salary according to the Rushcliffe Scale, uniform provided.
Apply with full particulars to the Matron. (680)

BANGOUR HOSPITAL ANNEXE
BROXBURN, WEST LOTHIAN

Trained and **Enrolled Assistant Nurses** required immediately for Medical and Surgical Wards. Apply with full particulars to Matron. (815)

CITY HOSPITAL, EDINBURGH

There are vacancies for female **Trained** or **Assistant Nurses,** whole or part-time duties. Tuberculosis Wards. Wheatley scale. Apply Matron. (816)

ATTRACTIVE WORK WITH CHILDREN

A few vacancies for Certificated **Nursery Nurses** in modern Residential Nurseries (Babies and Toddlers) in various parts of country. Salaries etc., according to M.o.H. scales. Permanent residential posts. Write fully quoting 7/1, to Employment Dept., Church of England Waifs and Strays Society, Old Town Hall, Kennington, S.E.1. (x105)

COUNTY BOROUGH OF SOUTHPORT
HOSPITAL FOR AGED AND CHRONIC SICK, VICTORIA HOME, 20, PARK ROAD, SOUTHPORT

Assistant Nurses required.
Salary payable and working conditions in accordance with the Rushcliffe Scale.
Applications, stating age and experience to be sent to the Matron. (x163)

BUCKS COUNTY COUNCIL
SLOUGH EMERGENCY HOSPITAL

Assistant Nurses and **Enrolled Probationer Nurses** required, salary and conditions of service in accordance with the Rushcliffe scale, plus £12 per annum, uniform allowance.
Applications to the Matron, Slough Emergency Hospital, Albert Street, Slough. (851)

ROYAL BERKSHIRE HOSPITAL, READING
TRAINING SCHOOL FOR NURSES — (460 Beds)
Vacancies November, 1946; January and March, 1947.
For Preliminary Training School Course prior to three years' general training.
Apply Matron. (x74)

INFECTIOUS DISEASES HOSPITAL
BLACKPOOL

Recognised Training School for Fever Register
Required immediately **Assistant Nurses.**
Salary if on Roll as for Rushcliffe Report and according to experience.
Day off weekly. To live in or out if desired.
Apply Matron.
TREVOR T. JONES,
Town Clerk.
(820)

BRITISH HOME AND HOSPITAL FOR INCURABLES
CROWN LANE, STREATHAM, S.W.16

has vacancies for **Assistant Nurses** and **Nursing Assistants.** Rushcliffe salaries. Indoor Uniform, board, lodging and laundry. Four weeks' holiday annually with ration allowance. Nurses' home. Apply to Matron. (x24)

LEICESTERSHIRE COUNTY COUNCIL

Assistant Nurse required, Small Fever Hospital. Previous experience not essential. Salary according to Rushcliffe Scale. Apply, with reference, to Matron, Isolation Hospital, Blaby, Leicestershire. (889)

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
ST. GEORGE'S INFIRMARY

Vacancies exist for **Pupil Assistant Nurses** at the above Hospital for two years' training. Salary and conditions of service in accordance with the Rushcliffe Scale. Uniform provided. Apply Matron, St. George's Infirmary, Wood Lane, Rothwell, Nr. Leeds. (982)

SOUTHEND MUNICIPAL HOSPITAL
ROCHFORD

Female **Assistant Nurses** required for duty on General Wards. Salary and conditions of service in accordance with the Rushcliffe report.
Application forms can be obtained from the Matron. (871)

ROMSEY AND DISTRICT HOSPITAL
HAMPSHIRE
(29 Beds)

Assistant Nurses required. Enrolled, or those wishing to qualify before December, 1948. Rushcliffe Salaries, use of uniform. F.S.S.N. optional. Apply, with names for reference, to Matron. (1019)

MIDDLESEX COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT

STUDENT NURSES
TRAINING SCHOOLS FOR GENERAL NURSING

ASHFORD COUNTY HOSPITAL, MIDDLESEX.—Vacancies for 6.1.47 and 1.4.47.
CENTRAL MIDDLESEX COUNTY HOSPITAL, PARK ROYAL, N.W.10.—(a) Vacancies for 6.1.47.
CHASE FARM HOSPITAL, ENFIELD, MX.—Vacancies for 1.11.46 and 1.1.47.
HILLINGDON COUNTY HOSPITAL, UXBRIDGE, MX.—(a) Vacancies for 28.11.46, and 28.1.47.
NORTH MIDDLESEX COUNTY HOSPITAL, EDMONTON, N.18.—Vacancies for 11.11.46 and 6.1.47.
REDHILL COUNTY HOSPITAL, EDGWARE, MX. (a).
WEST MIDDLESEX COUNTY HOSPITAL, ISLEWORTH, MX.—Vacancies for 25.11.46 and 17.2.47.

Applications invited from single girls over 17 years of age or widows, for a THREE year course of training (plus three months' preliminary trial period) for the Preliminary and Final State Examinations in general nursing. Rushcliffe salary scales and service conditions applicable. Full residential emoluments. Unestablished appointments; medical examination; superannuation contributions payable by candidates over 18 years. Government special training allowances payable in addition to salary to certain candidates who are over 20 years, and have given at least one year's whole-time service in work of national importance.

At hospitals marked (a) nurses whose names are on supplementary part of State Register are also accepted for shortened courses of training for final State Examination. Immediate vacancies at Hillingdon and Central Middlesex County Hospitals.

Facilities exist in Council's service for midwifery training for candidates who pass final State Examination.

For forms and full particulars apply direct to Matron of Hospital where appointment is required.
Middlesex Guildhall, C. W. RADCLIFFE,
Westminster, S.W.1. Clerk of the County Council.
(A.530b). (1052)

KENT COUNTY COUNCIL
COUNTY HOSPITAL, MINSTER, SHEPPEY

Male Assistant Nurses who are either (a) on the Roll of Assistant Nurses, or (b) have applied to the General Nursing Council for admission to the Roll, are required at the above Hospital.
Salary according to service within the appropriate Rushcliffe Scales (a) 97s. 6d. to 105s. 6d. per week, followed by increments of 4s. per week every two years to a maximum of 117s. 6d. per week, and (b) 91s. 6d. to 103s. 6d. per week (if 20 years of age or over). Superannuation. Medical examination necessary.
Application forms and particulars from the Medical Superintendent at the Hospital, to whom applications should be sent.
County Hall, W. L. PLATTS,
Maidstone. Clerk of the County Council.
October 10th, 1946. (942)

WEST NORFOLK AND KING'S LYNN GENERAL HOSPITAL

Administrative Sister required. S.R.N., S.C.M. Housekeeping Certificate. To take charge of convalescent block (35 beds). Salary according to Rushcliffe Report. Apply, with copies of two testimonials to the Matron. (1032)

WILTS. COUNTY COUNCIL

Assistant Nurse required for Harnwood Tuberculosis Hospital. Salary and conditions of service in accordance with the recommendations of the Rushcliffe Committee.
The appointment will be subject to the provisions of the Local Government Superannuation Act, 1937. Apply, stating experience, and giving references to the Matron, Harnwood Hospital, Salisbury. (919)

THE ROYAL EYE HOSPITAL
ST. GEORGE'S CIRCUS, SOUTHWARK, S.E.1

Required an **Assistant Nurse** with Ophthalmic Certificate for part time in Out-Patient and Casualty Department. F.S.S. in force. Apply, with testimonials to Matron. (927)

CITY OF SHEFFIELD EDUCATION COMMITTEE

Applications are invited for the appointment of an **Enrolled Assistant Nurse** (resident) for Ash House Rheumatic Hospital School, Sheffield. Salary and emoluments according to the Rushcliffe Scale.
Forms of application and particulars may be obtained from the School Clinic, 7, Leopold Street, Sheffield, and should be returned as soon as possible.
STANLEY MOFFETT,
Director of Education.
(930)

GLOUCESTERSHIRE COUNTY COUNCIL
COTSWOLD MATERNITY HOME
TETBURY

Vacancies exist for **Assistant Nurses** at the Cotswold Maternity Home. Salaries and conditions in accordance with the Rushcliffe Recommendations. Further details may be obtained from the Matron, Cotswold Maternity Home, Tetbury, Glos., to whom applications should be addressed.
Shire Hall, GUY H. DAVIS,
Gloucester. Clerk of the County Council.
(976)

BERKSHIRE COUNTY COUNCIL
GENERAL VACANCIES

Applications are invited for the following appointments:—
Female Assistant Nurses, at the Maidenhead, Newbury, Wallingford, Wantage, Windsor and Wokingham Institutions.
Male Assistant Nurses at the Maidenhead Institution.
Female Nursing Assistants with knowledge of M.D. Nursing, at Easthampstead and Bradfield Certified Institutions.
Salaries for the above posts are paid in accordance with the Rushcliffe Recommendations.
Applications to be made on forms obtainable from the County Public Assistance Officer, 3, Abbot's Walk, Reading. (1060)

KENT COUNTY COUNCIL
BRIDGE INSTITUTION
NEAR CANTERBURY
LYMINGE INSTITUTION
NEAR FOLKESTONE
MILTON INSTITUTION
NEAR SITTINGBOURNE

Applications are invited from **Assistant Nurses,** who are on the Roll of Assistant Nurses or have applied to the General Nursing Council for admission to the Roll, for appointments at the above Institutions.
Salary according to service and qualifications within the appropriate Rushcliffe scale, (a) Enrolled Assistant Nurses £90-£160 a year, (b) Intermediate Assistant Nurses £75-£100 a year, with full residential emoluments or meals whilst on duty and a living-out allowance of (a) £80 a year, or (b) £70 a year, in lieu of residential emoluments. Uniform. Superannuation. Medical examination necessary.
Application forms and particulars obtainable from the Matron at the Institution concerned, to whom completed applications should be sent.
County Hall, W. L. PLATTS,
Maidstone. Clerk of the County Council.
October 10th, 1946. (946)

WILLESDEN GENERAL HOSPITAL HARLESDEN ROAD, LONDON, N.W.10

Assistant Nurses required for temporary duty. Salaries in conformity with Rushcliffe Scales. Apply with full particulars to Matron. (984)

EDENBRIDGE AND DISTRICT WAR MEMORIAL HOSPITAL, EDENBRIDGE KENT

Assistant Nurses. Enrolled or Intermediate required. Resident or non-resident. Latest Rushcliffe scale of salaries and conditions of service. Apply, giving full particulars, to Matron. (x994)

KEIGHLEY & DISTRICT VICTORIA HOSPITAL, KEIGHLEY (YORKSHIRE WEST RIDING)
(146 Beds)

There are vacancies for **Student Nurses** age 18 to 30 years. A good standard of education is required.

Three years' training of which the first two months are spent in the Preliminary Training School of the Royal Halifax Infirmary. Rushcliffe Scale of salaries.

Apply, with full particulars, to the Matron. (37)

THE GENERAL INFIRMARY AT LEEDS
(825 Beds)

There are vacancies for **Student Nurses** for **increase of staff.** A good standard of education is required.

Nurses on Supplementary Children or Fever Register, accepted as second year Nurses for three years' training.

Salary according to the Rushcliffe Scale. Age 18-30 years

Applications should be made to the Matron, who will be pleased to interview parents of girls of school-leaving age interested in the nursing profession. (133)

THE BOOTLE GENERAL HOSPITAL BOOTLE, LIVERPOOL, 20

Student Nurses required, age 18 to 32. Must be healthy and well educated. Preliminary Training School.

Salary in accordance with Rushcliffe Scale.

State Registered Fever and Children's Nurses taken for two years' training.

Uniform provided.

Apply to Matron. (716)

WARNEFORD GENERAL HOSPITAL, LEAMINGTON SPA
APPROVED TRAINING SCHOOL FOR NURSES)
(207 Beds)

There are vacancies for **Student Nurses,** aged 17-32 years.

Preliminary Training School, nine weeks' course. Three years' training, exclusive of three months' trial period. Two years' training if on Supplementary register.

Applications to the Matron, who will be pleased to interview parents of girls of school leaving age interested in the Nursing Profession. (587)

PETERBOROUGH & DISTRICT MEMORIAL HOSPITAL

Complete Training School for Male and Female Nurses approved by the General Nursing Council.

There are vacancies in the above named Hospital for Male and Female **Student Nurses.**

Applicants should be well educated and reached the age of 18 years.

Latest recommendation of the Rushcliffe Scale of Salaries is in force from the commencement.

Uniform is provided.

A shortened course of two years is offered to those Nurses who have passed the Final State Examination of the Sick Children, Fever and Mental Nursing.

A shortened period of two years is available for all ex-service members who are Nursing Orderly Class I or its equivalent.

A Government grant of £20 is available to all who have reached the age of 20 years and who have been engaged in work of National importance —this includes non-Service members. (591)

GLOUCESTERSHIRE ROYAL INFIRMARY

Vacancies for **Student Nurses,** age 18-30 years. Three years course of training. Nurses on Supplementary Fever and Children's Register, receive for two years training. Rushcliffe scale of salaries. Applications should be sent to Matron, Royal Infirmary, Gloucester, who will be pleased to arrange interview with parents of prospective candidates, by appointment. (625)

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
KILLINGBECK SANATORIUM

Vacancies exist for **Student Nurses** (Male and Female). Two years' training in Tuberculosis for T.A. Certificate Salary and conditions of service in accordance with the Rushcliffe scale. Uniform provided during service. Modern Nurses' Home.

Application forms may be obtained from the Matron, Killingbeck Sanatorium, Leeds. (662)

HOUNSLOW HOSPITAL, MIDDLESEX
(97 Beds)
COMPLETE TRAINING SCHOOL

Student Nurses required. Central Preliminary Training School. Rushcliffe Scale of Salaries and conditions of service. Apply for further particulars to Matron. (797)

BRADFORD ROYAL INFIRMARY
TRAINING SCHOOL FOR NURSES
(RECOGNISED BY THE GENERAL NURSING COUNCIL)
(498 Beds)

Preliminary Training School. Vacancies November, 1946, January, March, May, September and November, 1947, for three months' course prior to three years' general training. Age of entry 18-32 years.

Domestic Pupils. Well educated girls accepted for training at the Bradford Royal Infirmary may obtain preliminary experience in the administrative Department prior to entering Nursing School—age from 17 years.

Nurses on a **Supplementary Register** who wish to qualify for the Final State Examination in General Nursing are accepted for two years' General Training.

Apply Lady Superintendent. (987)

HUDDERSFIELD ROYAL INFIRMARY
(321 Beds)

There are vacancies for **Student Nurses** of good education. The course at the Preliminary Training School is for three months followed by three years' training in the Wards.

Salary according to Rushcliffe Scale with usual emoluments. Federated Superannuation Scheme in force. Nurses who have passed the Final State Examination in Children's and Fever Nursing may take a two years' general training. Apply to the Matron. (683)

GLASGOW ROYAL INFIRMARY
(860 Beds)

Student Nurses required. Vacancies November 12th, 1946, January 2nd, and February 17th, 1947. Preliminary Training School Course 3 months. Candidates must be well educated, of good health and at least 18 years of age. Nurses on Supplementary Registers accepted for three years' training, immediate vacancies. Apply Matron. (652)

THE ROYAL HOSPITAL, WOLVERHAMPTON
(INCORPORATED UNDER ROYAL CHARTER)
(310 Beds)

Student Nurses required. Must have a good standard of education.

Salary according to the Rushcliffe Scale. Age 18-30 years.

Applications should be made to the Matron who will be pleased to interview parents of girls of school leaving age interested in the Nursing Profession. (679)

BOROUGH OF WILLESDEN MUNICIPAL (INFECTIOUS DISEASES) HOSPITAL
STUDENT NURSES

There are vacancies for **Student Nurses** between the ages of 17 and 28 to undergo two years' Fever Training, in addition to 12 weeks in Preliminary Training School. The Hospital is a recognised Training School, and students are prepared for the State Examination. A 48-hour week is in operation, and travelling expenses will be paid to sucessful applicants on taking up appointment.

Salary, 1st year, £55; 2nd year, £65. Full residential emoluments provided.

Application forms may be obtained from the Matron, Willesden Municipal Hospital, Brentfield Road, Neasden, N.W.10. (822)

THE ROYAL HOSPITAL WOLVERHAMPTON
(INCORPORATED UNDER CHARTER)
(340 Beds)

Vacancies for well educated girls as **Probationers,** age 18-30 years. Preliminary Training School. Free midwifery training (Part 1) may be taken in fourth year if so desired. Uniform providetd. Scholarships available for specialised training after State registration.

A course for girls of 17 years may be taken in the Women's Department before general training. Uniform provided.

Full particulars may be obtained from the Matron, who will be pleased to interview parents and girls by appointment, Wolverhampton. (480/1)

THE SHEFFIELD SCHOOL OF NURSING

Applications are invited from girls of good education for training in General Nursing and Sick Children's Nursing at (1) The Royal Infirmary; (2) The Royal Hospital (3) The Children's Hospital.

Please write to Supervising Tutor, the Sheffield School of Nursing, St. George's Terrace, Sheffield, 3. (480/11)

HULL ROYAL INFIRMARY
APPROVED TRAINING SCHOOL FOR NURSES

The Hospital provides a 4-year course of training (3 years for Nurses on supplementary registers), and there are at present vacancies for **Student Nurses.**

Approved candidates are received into the Preliminary Training School for 10 weeks' training before entering the wards.

Remuneration: Rushcliffe scale. For further particulars apply to the Matron. (x69)

Applications invited from well-educated strong girls between 17 and 18 for **Student Nurses.** A love for sick children essential. Rushcliffe salary and conditions. Affiliated training school. Apply, Matron, John Capel Hanbury Hospital, Dr. Barnardo's Homes, Woodford Bridge, Essex. (x57)

BURY INFIRMARY (LANCS.)
Approved by the General Nursing Council as a Training School for Nurses

Vacancies exist for Second Year Student Nurses whose names are on the Supplementary part of the Register and who are desirous of continuing with General Training. Candidates should be of good education.

The period of training is of two years' duration following a trial period of three months and salary during this time is at the Rushcliffe rate with board, residence, uniform, etc.

Applications and enquiries for further particulars should be forwarded to the Matron. (x21)

KENT COUNTY MENTAL HOSPITAL MAIDSTONE
STUDENT NURSES

Vacancies exist for well educated girls aged at least 17½ years to train for the examinations of the General Nursing Council. Salary in accordance with Rushcliffe Scale commencing at £75 per annum. Full residential emoluments valued at £75 per annum with accommodation in a Nurses' Home with modern amenities. Candidates aged 20 years or over with at least one year's full time service in work of national importance are eligible for Government training grants during service (for the first year £25 per annum).

For forms of application and further particulars apply to the Matron. (x52)

NORTH HERTS. & SOUTH BEDS. HOSPITAL, HITCHIN
AFFILIATED TRAINING SCHOOL TO WEST HERTS. HOSPITAL
HEMEL HEMPSTEAD

Student Nurses required for Preliminary Training School commencing January 1st 1947. Rushcliffe conditions. Apply Matron. (x70)

ROYAL NATIONAL HOSPITAL FOR DISEASES OF THE CHEST
AFFILIATED TRAINING SCHOOL
VENTNOR, I.W.
(231 Beds)

Student Nurses required, age 18-32 years. Salary £45 first year, £50 second year. Apply for further particulars to Matron. (x62)

WORCESTER ROYAL INFIRMARY
VOLUNTARY HOSPITAL—(250 Beds)
COMPLETE TRAINING SCHOOL FOR NURSES. MODERN NURSES HOME

There are vacancies for **Student Nurses.** Applicants must be between ages of 18 and 34 years. Students spend 10 weeks in Preliminary Training School before entering the Wards. Rushcliffe Scale of salaries in force.

Apply to the Matron. (x51)

KETTERING GENERAL HOSPITAL

Student Nurses required for the Preliminary Training School. State Registered Fever or Sick Children's Nurses are accepted as second year nurses for two years' training. Salary and conditions of service in accordance with the Rushcliffe recommendations. Applications to be made to the Matron. (x116)

NORWOOD AND DISTRICT HOSPITAL HERMITAGE ROAD, S.E.19.

Required. Probationers for two years' preliminary training. Candidates taken at 17 years of age before starting general training. Salary £40 p.a. Uniform provided. Apply Matron. (x135)

ASHFORD HOSPITAL, KENT
APPROVED TRAINING SCHOOL

There will be vacancies for **Student Nurses** in March, 1946. A good standard of education is required. Age 17½-30 years. Candidates on the Supplementary part of the General Nursing Council's Register will be accepted for two years' training. Salary according to Rushcliffe Scale. Preliminary Training School for eight weeks' training before entering the wards. Apply Matron. (x53)

RAMSGATE GENERAL HOSPITAL
(101 Beds)
TRAINING SCHOOL FOR NURSES

Student Nurses required. Candidates must be over 17½ years. Should be of good education and in good health. Salary and emoluments in accordance with the Rushcliffe Scale. Preliminary Training School. Resident Sister Tutor. 48-hour week. Apply to the Matron for full particulars. (x32)

NORTH STAFFORDSHIRE ROYAL INFIRMARY, STOKE-ON-TRENT
(475 Beds)
(Preliminary Training School attached)

There are vacancies for **Student Nurses** increase of Staff. A good standard of education is required. Nurses on Supplementary Children's or Fever Register accepted as Second Year Nurses for two years' training. Salary according to the Rushcliffe scale. Applications should be made to the Matron. (x118)

DISTRICT INFIRMARY ASHTON-UNDER-LYNE
(200 Beds)

Student Nurses required. Age 18 to 30. Good education essential. Three years' training. S.R.F.N. and S.R.C.N. accepted for two years. Rushcliffe conditions and scale of salary in force. Applications to Matron. (x65)

STOCKTON AND THORNABY HOSPITAL STOCKTON-ON-TEES
(135 Beds)

Student Nurses required, 18-28 years, strong, good education essential, three years training. Rushcliffe scale and conditions in force. Apply to Matron. (x43)

BURY INFIRMARY, LANCS.
Approved by the General Nursing Council as a Training School for Nurses

Vacancies exist for **Student Nurses** and applications are invited from suitable candidates.

The Hospital possesses a Preliminary Training School and every candidate receives two months' tuition in this School, a further month is spent in the Wards as part of the trial period. Salary is paid during this time at the rate of £55 per annum, together with Board, etc. The period of training is one of three years' duration from the completion of the trial period, and salary during this time is as follows: First year, £55; Second year £65; Third year £75 per annum, with board, residence, uniform, etc. A good standard of education is required. Applications and enquiries for further particulars should be forwarded to the Matron. (x22)

PONTEFRACT GENERAL INFIRMARY AND THE HYDES HOSPITAL
(TRAINING SCHOOL FOR NURSES APPROVED BY THE GENERAL NURSING COUNCIL—112 Beds)

Student Nurses required at the above Training School for the term commencing September 1946. Applicants must be between 17½ and 30 years of age, and of a good standard education. Salary according to Rushcliffe Scales. Apply with full particulars to Matron. (x64)

Queens. Vacancies for State Registered Nurses to qualify for Queen's Roll. Cycling Rushcliffe salary. F.S.S. Key Training Home. Interviews arranged. Apply: Superintendent, 25 Erleigh Road, Reading. (x67)

CENTRAL MENTAL HOSPITAL, NR. WARWICK

There are vacancies at the above Hospital for **Student Nurses** to train in mental nursing. Candidates must be healthy and well-educated. Age 17-35. Special attention will be given to teaching. Salary in accordance with Rushcliffe Scale commencing £75 a year (approximately £5.10 per month clear), with board, washing and uniform. A special allowance (£25 per annum during first year) will be payable in addition to those who have given at least one year's whole time service in H.M. Forces or any work of national importance.

The Hospital is situated within easy reach of Leamington Spa, the well-known Warwickshire Spa and holiday resort. Free transport is provided to and from Leamington and Warwick.

Application forms can be obtained from the Matron. (x160)

THE GORDON HOSPITAL
(FOR DISEASES OF THE RECTUM AND COLON)
VAUXHALL BRIDGE ROAD, LONDON, S.W.1
AFFILIATED TRAINING SCHOOL
(102 Beds)

Student Nurses, aged 17 to 30 years, are required for training. Salary according to Rushcliffe Scale. Excellent accommodation in up-to-date Nurses' Home. Apply Matron. (x157)

LONDON COUNTY COUNCIL BANSTEAD HOSPITAL
(FOR NERVOUS AND MENTAL DISORDERS)
SUTTON, SURREY

Student Nurses required, minimum age 18. Rushcliffe Mental Nurses' Sub-Committee salary scale, commencing £75 a year (£5 in certain circumstances for women leaving H.M. Forces or work of national importance) and additional single cash payments of £15, £20 and £30 during training. Board, lodging and uniform free. Non-residents:—Additional £55 a year with free meals on duty. Four year training course for mental nursing certificate. Excellent promotion prospects. Four weeks annual holiday. Married women eligible. Free rail voucher provided. Application forms from Matron. (890)

GLOUCESTERSHIRE JOINT BOARD FOR TUBERCULOSIS

Student Nurses urgently wanted. Two years' training for T.A. Certificate. Salary £55-£65 p.a. 0d. Uniform found. Applications to be sent to Matron, Standish House, Stonehouse, Gloucestershire.

GUY H. DAVIS,
Clerk of the Joint Board.
(x172)

BIRMINGHAM ACCIDENT HOSPITAL AND REHABILITATION CENTRE

PRELIMINARY TRAINING COURSE

There are vacancies in the above named Hospital for **Student Nurses.** Two year's course.

The syllabus includes all subjects required for the Preliminary State Examination. Lectures will be given by the Medical Officers and Lectures and Demonstrations by the Sister Tutor and Ward Sisters.

After passing the Preliminary State Examination students will move on to Affiliated Schools for completion of training. Salary 1st year £55, with uniform. 2nd year £65, with uniform.

Further particulars apply to the Matron, The Birmingham Accident Hospital and Rehabilitation Centre, Birmingham, 15. (897)

CHEADLE ROYAL MENTAL HOSPITAL CHEADLE, CHESHIRE

There are vacancies for **Student Nurses** (Female) in the above Hospital which is a recognised training school for the R.M.P.A. and G.N.C. Examinations. Lectures are given by resident Medical Staff and Sister Tutor. The period of training is three years. Candidates must be under 30 years of age, sound health and of good education.

Modern Nurses Home in Hospital grounds and every Nurse has her own room.

Salary and service conditions in accordance with the Rushcliffe Committee Recommendations plus a grant of £25 per annum for women leaving H.M. Forces or work of National Importance.

48 hour week. Annual leave four weeks.

Apply to "The Medical Superintendent." (922)

HERTFORD COUNTY HOSPITAL HERTFORD

Vacancies for **Student Nurses** will occur in January, April and September, 1947. Candidates required for the examinations of the General Nursing Council. Student Nurses who are enrolled in a Supplementary Register of the General Nursing Council are accepted for a reduced period of training. Well equipped modern Wards and Classrooms. Comfortable bedrooms and dining rooms. Healthy surroundings. Rushcliffe Conditions of Service. Forms of application may be obtained from the Matron, who will be pleased to arrange interviews with Candidates and their parents. (x1043)

CITY OF SALFORD
HOPE HOSPITAL, SALFORD, LANCS.
(1,000 Beds)

COMPLETE TRAINING SCHOOL FOR NURSES—APPROVED BY THE GENERAL NURSING COUNCIL

Vacancies occur in the Preliminary Training School for **Student Nurses.** Candidates must be 17½ years of age or over, and a good standard of education is required. Part I Midwifery Training is available after completion of three years' General Training. A combined course of 2 years, 2 months, is offered to Nurses who have passed the Final Examination of the Sick Children's, Fever or General Nursing.

Rushcliffe scale of salaries in operation.

For further details and application forms, apply to Matron, Hope Hospital, Salford 6.

H. H. TOMSON,
Town Clerk.
(996)

NURSES WANTED
28 words 5/- and 1/- for every additional 4 or part of 4 words.

MIDDLESEX COUNTY COUNCIL — MENTALLY HOSPITAL, Nr. St. Albans, Herts., requires **Mental Trained Staff Nurses.** Night duty system operates. Modern hospital and service 'buses and trains to London and neighbouring towns. Modern nurses' home and excellent social recreational facilities. Married nurses may live out. No petty restrictions, late passes, etc., for those who live out. Apply to Matron, of hospital. (x230)

S.R.N., S.C.M., private nursing. Apply Superintendent, West of England Nurses' Co-operation, Thorn Park Terrace, Plymouth. (153)

LINCOLNSHIRE NURSING ASSOCIATION

Sleaford. Two Nurses required. General nursing and midwifery. Comfortable furnished house available. Suit two friends. Queen's preferred but non-Queen's considered.

Grantham. Nurse midwife required. Resident in comfortable Home. Queen's preferred but non-Queen's considered.

Ewerby Bank, nr. Spalding. Rural area. Midwifery and general nursing. Car provided. Comfortable lodgings available. Queen's preferred, but non-Queen's considered.

Wainfleet, Nr. Boston. District Nurse Midwife required. Rural area. Midwifery and general nursing. Car provided. Comfortable lodgings available.

SURREY COUNTY COUNCIL
BOTLEYS PARK COLONY, CHERTSEY

Female **Student Mental Nurses** over age of 18 are needed at the above modern Mental Deficiency Institution for a period of training for the R.M.P.A. Certificate and/or the Mental Deficiency part of the State Register. The modern nurses' home provides single rooms with hot and cold water, comfortable sitting rooms and good recreational facilities. Salary during training according to Rushcliffe Report £75-£5-£85 per annum, with full residential emoluments. In addition, if the candidate is over 20 and has had at least one year's service of National importance, a special allowance will be paid as follows:—During 1st year £25 p.a., 2nd year £20 p.a., 3rd yea r £15 p.a., 4th year £5 p.a. The appointment is pensionable, and candidates are required to undergo a medical examination.

Applications to the Matron. (516)

Wrangle, Nr. Boston. District Nurse midwife required. Rural area. Midwifery and general Nursing. Car provided. Comfortable lodgings available.

Helpringham, Nr. Sleaford. District Nurse midwife required. Rural area. Midwifery and general nursing. Car provided. Comfortable lodgings available.

Billingborough, Nr. Sleaford. District Nurse Midwife required. Rural area. Midwifery and general nursing. Car provided. Comfortable lodgings available.

Apply: County Superintendent, 1, Market Place, Sleaford, Lincs. (602)

Midwife wanted. Rushcliffe scale of pay and off-duty. Apply: Matron, Prescott House, Eaton Rise, Ealing, W.5. (161)

State Registered **Nurse** required to assist in Industrial Health Unit with staff of trained nurses, where high standard of industrial nursing and interest in preventive and social medicine is required. Keenness more important than previous experience. Applications, giving age, training school and subsequent experience to Chief Medical Officer, Boots Pure Drug Co., Ltd., Station Street, Nottingham, by November 23rd. (543)

Assistant Nurses and **Staff Midwives** (S.R.N. & S.C.M.) required at the County Hospital, Mill Road, Cambridge. Salaries payable in accordance with Rushcliffe Scale. Apply to the Matron. (566)

Staff Nurses (2) required. Rushcliffe Scale. F.S.S. in force. May sit for Orthopaedic Certificate at the completion of one year. Apply with names for reference to: Matron, Orthopaedic Hospital, Hartshill, Stoke-on-Trent. (611)

Student Nurses required at the Warneford Hospital for Mental Disorders, Oxford. Opportunities for studying for General Nursing Council examinations. Salary from £75 p.a. with full board and lodging. Modern nurses' home. Apply Matron. (660)

Queen's or **Non-Queen's** for general district only, also **Training Midwives Part II.** Rushcliffe Scale Salaries and off-duty. Cyclists and car available. Apply Superintendent, Queen's Nurses Home, Widnes. (588)

Queen's Nurses. Cyclists. General work only. Two required. Apply, Supt., 86, Penkett Road, Wallasey, Cheshire. (796)

Assistant Nurses required. Salary in accordance with Rushcliffe Scale. Apply, Matron, Bradford City Sanatorium, Grassington, Skipton, Yorks. (800)

Ward Orderlies reqd. by MIDDLESEX COUNTY COUNCIL at HAREFIELD COUNTY HOSPITAL, Harefield, Mx., (Men (non-res. only) or Women (res. or non-res.). Wage 69s. 6d. p.wk. plus temporary bonus (full adults weekly rate now 30/- men, 22s. 6d. women). Deductions for res. emols. where provided for women now 31s. 3d. p.wk. Unestablished. Apply, with full particulars to Matron, of hospital. (A495). (762)

Ward Sister, S.R.N., non-res., reqd. by MIDDLESEX COUNTY COUNCIL at LITTLE PITSFORD, Pitsford, Near Northampton (Home for 68 chronic and infirm women). Salary and conditions of service in accordance with Rushcliffe Report. Established and pensionable staff, subject to medical examination. Apply to Matron, at above address, giving full particulars. (A.502) (763)

Assistant Nurses required. Salary according to Rushcliffe Scale. Uniform is provided. Apply, with full particulars and two names for references to Matron, Royal National Orthopaedic Hospital, Stanmore, Middlesex. (480/19)

Experienced **Staff Nurse** wanted for Nursing Home, near London. Must be S.R.N., S.C.M., and fully used to theatre work, to take position of **Sister-in-Charge.** Salary £250 plus good bonus. Apply Box No. 846, the "Nursing Times," St. Martin's Street, London, W.C.2. (846)

Senior Factory Nurse required for well organised Medical Department, South East London. S.R.N. essential. Experience in industrial nursing essential. Write stating age, experience, and salary required to Box D6440, A.K. Advg., 212a Shaftesbury Avenue, W.C.2. (849)

Queen's Nursing Sister, required for Bressay, Shetland; combined duties undertaken; house provided; cyclist required. Apply to the Superintendent for Scotland, 26 Castle Terrace, Edinburgh. (855)

Assistant Nurse required for Maternity Home, 10 beds. Rushcliffe Scale salary. Apply Matron, Borough Maternity Home, Canon St., Taunton, Somerset. (864)

Industrial Nurse, S.R.N., required for factory; 1,000 to 2,000 employees. Industrial experience essential. Good salary to suitable person. Applications to Box A, 896, Lee & Nightingale, Liverpool. (866)

Staff Nurse for night duty required by busy surgical Hospital of 34 beds, salary according to Rushcliffe Scale. Uniform provided. Good off-duty. Write to Matron, Cottage Hospital, Hoylake, giving full particulars and names for reference. (867)

Nannie required by young couple, Nr. Bungay, Suffolk, for 3 months' old boy. Uncertul disposition and food country life essential. Also drive car an advantage.—Box No. 869, the "Nursing Times," St. Martin's Street, London, W.C.2. (869)

Day and **Night Nurses.** Resident or non-resident. Apply Matron, Home for Aged, Vale Square, Ramsgate. (880)

Required two **Staff Nurses,** S.R.N., S.C.M. Rushcliffe Scale. Apply Matron, Hospital and County War Memorial, Llandrindod Wells. (881)

Applications are invited for the post of **Sister in Charge** of the Resident Doctor's College and Hospital Linen Room (Combined post). Middlesex Hospital trainees preferred. Apply to the Lady Superintendent, The Middlesex Hospital, London, W.1. (887)

Charge Physiotherapist (woman) required by London County Council at the Maudsley Hospital (for Neuroses and curable mental disorders), Denmark Hill, London, S.E.5. Must be registered with Chartered Society of Physiotherapy. Salary £320 rising to £380 a year. Commencing salary according to experience. Application form, returnable by October 18th, 1946, from Medical Officer of Health (1), Mental Health Services, County Hall, Westminster Bridge, S.E.1. (2355). (892)

Pupil Assistant Nurses required for Beverley Emergency Hospital. Salary: First year £55 per annum; second year £60 per annum, with residential emoluments value £75 per annum, or living out allowance of £55 per annum, if non-resident. Rushcliffe conditions of service. Service will count towards period required for enrolment as Assistant Nurses with intermediate qualification. These appointments cannot be made after December 31st, 1946. Applications should be addressed to the Matron, Emergency Hospital, 41 Woodlands, Beverley, Yorks. (904)

Queen's, Watford. Holiday relief required for two months Oct. and Nov., Queen's or non-Queen's; also candidates to train for Queen's Roll. All salaries Rushcliffe scale, day off weekly. F.S.S. Apply Superintendent, 18 Alexandra Road, Watford. (905)

Required immediately fully trained **Junior Physiotherapist.** Salary new C.S.P. scale. Apply Sister in Charge, B.R.C.S. Orthopaedic and Rheumatic Clinic, Hawkeden, London Road, Camberley. (910)

Queen's Nurses required. General Nursing only. Resident or non-resident Staff. Cyclists. Also S.R.N.'s to train as Queen's Nurses, resident staff only. Salary Rushcliffe scale. Apply Supt., Croydon Nursing service, 8 Katharine Street, Croydon. (911)

State Registered **Nurses** required for general district nursing to reside in Queen's Nurses Associate Training Home. Cyclists. Salary Rushcliffe scale. Apply Supt., Croydon Nursing Service, 8 Katharine Street, Croydon. (912)

QUEEN'S INSTITUTE OF DISTRICT NURSING IN NORTHERN IRELAND

Dungannon, Co. Tyrone. Queen's Nurse, cyclist, required for single district. General nursing and child welfare work. Furnished house and salary according to Taylor Scale.

Gilford, Co. Down. Queen's Nurse, S.C.M., cyclist and motorist, required for single district. Combined duties. Furnished house provided, and Taylor Scale of salary.

There are vacancies for State Registered Nurses with C.M.B. Certificate to train as Queen's Nurses for work in districts in Northern Ireland. Training Homes in Belfast and Londonderry.

Particulars from Superintendent, Queen's Institute of District Nursing in Northern Ireland, 16 Donegall Square South, Belfast. (916)

Wanted, Giggleswick School Sanatorium, Settle, Yorkshire, an **Assistant Nurse.** Apply Headmaster. (918)

Staff Nurse wanted for Maternity Departments (S.R.N. & S.C.M.). Also for Gynaecological Wards (S.R.N.) Rushcliffe Scheme in force. Apply Matron, Jessop Hospital for Women, Sheffield, 3. (920)

S.R.N. Nurses for Tropical Diseases Unit, Eastern General Hospital, Seafield Street, Edinburgh, 6. Lectures. Course lasts three months, certificate granted, no fees charged. Salary Wheatley Scale for Staff Nurses. Uniform provided. Apply Matron. (932)

District Nurse Midwife, S.R.N., S.C.M., Queen's or Non-Queen's required for Sutton and Mepal, 6 miles from Ely. Midwifery and General Nursing. Modern Bungalow available, car provided. Rushcliffe scale of salary, F.S.S. Applications to County Superintendent, Public Health Department, County Hall, March. (936)

Hampshire District Nursing Association. District Nurse Midwives required; rural areas; Queen's or State-registered Nurses only need apply; car drivers preferred. Rushcliffe salary. Vacancies also for S.R.N.'s to qualify for Queen's Roll. Apply County Superintendent, 81 North Walls, Winchester. (1076)

Queen's Sisters for Staff. S.R.N.'s to train for Roll. F.S.S. Rushcliffe. Free car lesson. Apply Matron. Queen's Nurses' Home, Rochdale. (1071)

A **Matron's Assistant** wanted immediately for old people's Home. 30 residents. Good salary. Apply Hon. Sec., 88 Doods Road, Reigate. (962)

CORNWALL

District Nurse Midwives required:—

St. Cleer. Rooms, no attendance, Motorist.
Mylor. Rooms, Bicycle.
Stokeclimsland. Rooms. Motorist.
Blisland. Rooms. Motorist.
St. Kew. Rooms, Motorist.
Northill. Rooms. Motorist.
Laneast. Two required. Unfurnished accommodation. Motorist.

Apply to County Superintendent, Katoomba, The Crescent, Truro. (985)

Experienced **Nurse required** from February 17 till March 24, in Birmingham, to look after girl 4½, Boy 2½, in mother's absence. Domestic help kept.—Mrs. Evans, 87 Farquhar Road, Edgbaston, Birmingham, 15. (991)

Staff Nurse (S.R.), required. Latest Rushcliffe conditions. Hospital, near station, buses. Apply Matron, Cottage Hospital, Alton, Hants. (1002)

Assistant or **Probationer Assistant Nurses** required. Latest Rushcliffe conditions. Near station, buses. Apply Matron, Cottage Hospital, Alton, Hants. (1003)

Nurses urgently required, now and later. Blenheim Nurses and Nursing Home, Blenheim Road, Bradford. (1006)

Nurse with midwifery qualifications, for "Edinburgh Home for Mothers and Infants," shortly to be re-opened. Interested in Moral and Social Welfare. Write No. 436, Keith & Co., Advertising Agents, Edinburgh. (1022)

Experienced **Night Sister** (Part I Midwifery) required for Maternity Department. Rushcliffe Scheme in force. Apply Matron, Jessop Hospital for Women, Sheffield, 3. (1035)

Sister (S.R.N.) required for Hospital School now opening at the Palace, Ely, for 65 Crippled girls. Experience with physically handicapped children an advantage. Rushcliffe Residential Scale. Apply County Director, British Red Cross Society, Cambs. & Isle of Ely Branch, 9 Harvey Road, Cambridge. (1036)

Assistant Nurses required for Hospital School now opening at the Palace, Ely, for 65 Crippled girls. Experience with physically handicapped children an advantage. Rushcliffe residential scale. Apply County Director, British Red Cross Society, Cambs. & Isle of Ely Branch, 9 Harvey Road, Cambridge. (1037)

Assistant Nurses reqd. by MIDDLESEX COUNTY COUNCIL at CLARE HALL COUNTY HOSPITAL, South Mimms, Barnet, Herts. (560 beds for pulmonary tuberculosis). Rushcliffe conditions and salary scales; Enrolled £100 to £170 p.a.; Intermediate £85 to £110 p.a. Nurses with T.A. Certificate also required (to act as staff nurses). Additional Service Allowance of £40 paid on completion of 2 years' continuous whole-time service in pulmonary tuberculosis and £20 on completion of each further continuous year of such service. Resident; if living-out non-resident allowances payable. Established and pensionable, subject to medical examination. Application form obtainable from Matron. (A.547). (1045)

Ward Orderlies (Women) reqd. by MIDDLESEX COUNTY COUNCIL at REDHILL COUNTY HOSPITAL, Edgware, Mx., and MIDDLESEX COUNTY MATERNITY HOSPITAL, Bushey Heath, Herts. Candidates should be interested in hospital work. Wage 69s. 6d. p.wk., plus temporary bonus (weekly rate for adults now

(Continued on next page)

(NURSES WANTED Contd.)

22s. 6d.). Unestablished. Non-resident. Uniform provided. For appointments at both hospitals written application, or personal between 10 and 12 noon, Mon.-Fri., to Matron, Redhill County Hospital, Edgware, Mx. (A.540). (1047)

Required **S.C.M.** and **Assistan Nurses** with Maternity experience. Well equipped Home. £120-£150 rising.—The Briers, St. Leonards-on-Sea. (1059)

(Miscellaneous)

Experienced **Nannie** or **Nurse** required immediately for one month to take care of baby 9 months. Good wage offered. All expenses paid.—Mrs. Priceman, 12 Nilverton Avenue, Sunderland. (1021)

QUEEN'S SISTERS WANTED

The Rushcliffe Scale and F.S.S. have been adopted by the following Associations:

Coventry (Key Training Home). Second **Assistant Superintendent** required to assist in the training of candidates for the Queen's Roll and in administration generally. Cyclist and motorist.

Hackney (Key Training Home and Associate Part 2 Midwifery Training Home). First Assistant Superintendent required. Must have had good administrative experience and hold the H.V. certificate. Motorist and cyclist.

CORNWALL

Falmouth. Two required. Midwifery and general. Motorists and cyclists.

Camborne. Two required. Midwifery and general. Motorists and cyclists.

Week St. Mary. One required. Combined work. Motorist. F.S.S. or L.G.O.S. in all cases.

DERBYSHIRE

Buxton. Two required. General nursing and midwifery. Very comfortable Home. Adequate domestic help. Motorist and cyclist. Car and bicycle provided.

Repton and Milton. Single district. General nursing and midwifery. Cyclist. Rooms.

Staveley. Two required, friends. General nursing and midwifery. Furnished house provided; auto-cycle and cycle provided.

DEVONSHIRE

County **Staff Sister** required for the Crediton area. Duties consist of general nursing, midwifery and assisting with administration. Good opportunity for progressive nurse to acquire administrative experience. Car supplied and maintained. Possibility of an unfurnished flat shortly.

GLOUCESTERSHIRE

Cirencester (3 nurses). One required. Midwifery and some general nursing. Rooms. Good cyclist.

Coleford (3 nurses). One required. Midwifery and general nursing. Rooms. Cyclist and motorist.

Stroud District Nursing Association. Two nurses required. Midwifery and general nursing. Live in Home. Motorists and cyclists.

Prestbury. General nursing, midwifery and public health work undertaken. Cyclist. Rooms, hope of house later.

HERTFORDSHIRE

Hitchin. Full time Health Visitor required. Three others employed. Can make own living arrangements or share Nurses' Home. One also required to undertake general nursing and midwifery. Cyclist. Home.

Sawbridgeworth. Single district. Combined duties undertaken. Motorist. Car provided. Small furnished cottage.

Welwyn Garden City. Six employed, one required. Chiefly general nursing and clinic work. Cyclist. Share furnished cottage with one other.

Ware. Three employed, two required. Combined duties undertaken. Accommodation in Nurses' flat.

LANCASHIRE

Formby. Double district near Liverpool, one required. General nursing and midwifery. Furnished rooms, cyclist.

Morecambe. General nursing only, three employed, two required. Motorists/cyclists, furnished flat.

SHROPSHIRE

Atcham. Single district. Combined work. Furnished rooms.

Cleobury Mortimer. Double district, one required. Combined work. Nurses live together in furnished house.

Oswestry. Double urban district, two required. General and midwifery. Comfortable partly furnished house. Cyclists.

Press. Single district. Combined work. Furnished house.

Wellington. Double district, two required. General and midwifery. Furnished house.

Emergency Nurses for the County Relief Staff.

Cars provided all districts except Oswestry.

SURREY

Epsom. Four employed, two required. One midwife and one other for general nursing and relief midwifery. Home. Cyclist and motorist or willing to learn.

Malden. Three employed, one required. General nursing and midwifery. Cyclist. Home.

Appledore, E. Kent. Single district. General nursing and midwifery. Motorist, car provided. Rooms at first, possibility of house later.

Bedford. Two required, one to undertake general nursing and midwifery and the other for general work only. Cyclists. Home.

Brighton (Moulsecoomb Branch Home). One required. General nursing and midwifery. Cyclist. Unfurnished house available.

Guernsey Country Districts. Double district, holiday relief nurse required. General nursing and midwifery. Motorists. Accommodation provided.

Guernsey (Vale & St. Sampson). Double district, two required, suit friends. General nursing and midwifery undertaken. Modern house and car provided.

Hellesdon, Norfolk. Two employed, one required. Combined duties undertaken. Cyclist. Rooms available.

Luddenden Foot, Nr. Halifax. One required. General nursing and midwifery undertaken. Comfortable furnished house. Grant towards own car. Possibility of Association buying a car.

Maidstone, Kent. One of four required. General nursing only. Cyclist, furnished rooms. Rushcliffe off duty.

Newhaven, East Sussex. Double district, two required. Midwifery and general nursing. Motorists and cyclists. Unfurnished house provided.

Pershore, Worcs. Double district, one required. Combined duties undertaken. Cyclist. Share furnished house.

Portslade. Staff required (1) Sister to undertake general nursing and midwifery. (2) Sister to do general work only. Cyclists. Home.

Scunthorpe, Lincs. One required to undertake general nursing and midwifery. Cyclist. Home.

Shirley, Warwickshire. Two required. General nursing and midwifery undertaken. Cyclists. Comfortable Home.

Swaffham, Norfolk. Single district. Combined duties undertaken. Motorist, car provided. Furnished house with exception of crockery and linen.

Wrexham, Denbigh. Three employed, two required. General work only undertaken. Cyclists. Share furnished house, resident caretaker.

Apply:—Queen's Institute of District Nursing 57 Lower Belgrave Street, London, S.W.1.

See Displayed Advertisements for Superintendents of Middlesbrough, Brighton, East London, Kettering and Southwark District Nursing Associations and Lincolnshire (Lindsey) County Nursing Association also Assistant Superintendent for Cheltenham. (1070)

MIDWIFERY

14/- per inch, minimum charge 10/-

CITY OF LONDON MATERNITY HOSPITAL CITY ROAD E.C.1.

MIDWIFERY TRAINING SCHOOL

Pupils accepted for Part I Midwifery Training. Rushcliffe scale of salaries paid. Sister-Tutor on Staff. Post-graduate training (including Analgesic Courses) for Practising Midwives. Facilities for Midwives anxious to obtain the Teacher's Certificate. Apply Matron. (x1)

SAINT MARY'S HOSPITAL WHITWORTH PARK, MANCHESTER, 13

MIDWIFERY TRAINING SCHOOL

Pupils prepared for the Part I Examination of the Central Midwives' Board.

Rushcliffe Scale of Salaries.

Courses commence for State Registered Nurses on January 1st, February 15th, April 1st, May 15th, July 1st, August 15th, October 1st and November 15th. (x10)

Widnes District Nursing Association. Vacancies for Part II Midwifery Training from November. Rushcliffe Scheme in force. Apply Matron. (589)

LANCASHIRE COUNTY NURSING ASSOCIATION

Midwifery Training (Parts I and II, or Part II only) with salary (Rushcliffe), F.S.S. and holiday allowance, offered to Queen's Nurses or State Registered Nurses willing to work in Lancashire as District Nurse-Midwives. Cyclists or motorists. Apply: Superintendent, 12 Ribblesdale Place, Preston. (147)

THE MATERNITY HOSPITAL AT LEEDS HYDE TERRACE, LEEDS, 2

(115 Beds)

Pupils are prepared for the Part I Examination of the Central Midwives' Board, Rushcliffe scale of salaries. Approved arrangements for training in gas and air analgesia. For vacancies, apply to The Matron. (71)

WALTON HOSPITAL RICE LANE, LIVERPOOL, 9

Pupil Midwives required for Part I training. Must be State Registered (General or Children's). Salary at the rae of £85 per annum, and full residential emoluments in accordance with the Rushcliffe Report.

MIDDLESEX COUNTY COUNCIL

MIDWIFERY TRAINING SCHOOLS FOR PART I AND II OF CENTRAL MIDWIVES' BOARD CERTIFICATE

For particulars of vacancies see Middlesex County Council advertisement on Supplement iv. (1051)

HEATHFIELD ROAD MATERNITY HOME

PART 2 TRAINING SCHOOL

Pupils prepared for the Part 2 Examination of the Central Midwives Board.

Facilities offered for obtaining the Gas and Air Analgesia Certificate.

Apply to the Matron, City Maternity Home, 134, Heathfield Road, Handsworth, Birmingham, 20. (154)

CAMBRIDGESHIRE COUNTY COUNCIL

MIDWIFERY

Midwifery Training (Part I) for State Registered Nurses can now be obtained at the County Hospital, Cambridge.

Training for Part II can be arranged at Luton Maternity Hospital if desired.

The next Course will commence on November 1st, 1946, and subsequent courses will commence on February 1st and May 1st, 1947.

Rushcliffe Scale of salaries will be paid during training.

Forms of application and any further information required can be obtained from The Matron, County Hospital, Cambridge.

Shire Hall, CHARLES PHYTHIAN,
Cambridge. Clerk of the Council. (614)

THE ROYAL HOSPITAL WOLVERHAMPTON

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Pupil Midwives prepared for Part I Central Midwives' Board Examination. Vacancies every three months. Approved for Gas and Air Analgesia course. Apply: The Matron, The Royal Hospital (Women's), Park Road West, Wolverhampton. (480/7)

MATERNITY NURSING ASSOCIATION 63/65 MYDDELTON SQUARE, LONDON E.C.1.

Midwifery Training School for Second examination of the Central Midwives' Board. Approx. 1,000 district cases. Salary and conditions of service in accordance with the Rushcliffe Report.

For vacancies, apply to the Matron. (480/2)

SUSSEX MATERNITY HOSPITAL BUCKINGHAM ROAD, BRIGHTON

(COMPLETE TRAINING SCHOOL)

Pupil Midwives. A few unexpected vacancies have arisen for October. Immediate application should be made to the Matron. (875)

MANCHESTER CORPORATION BAGULEY SANATORIUM

(421 Beds)

NR. ALTRINCHAM, CHESHIRE

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Manchester Corporation superannuation scheme.

Apply to the Matron at the Sanatorium, as soon as possible. (958)

MANCHESTER CORPORATION WITHINGTON HOSPITAL

Midwifery Training. Vacancies exist for pupil midwives to take Part I midwifery training. For State Registered nurses the course is of 6 months' duration and for other pupils it is of 18 months' duration.

Salaries and service conditions are in accordance with the recommendations of the Rushcliffe Committee. Corporation superannuation scheme.

Applications are to be addressed to the Matron at Withington Hospital, West Didsbury, Manchester, 20, as soon as possible. (895)

COUNTY BOROUGH OF ROTHERHAM MUNICIPAL GENERAL HOSPITAL

PUPIL MIDWIVES—PART 2 TRAINING

Applications are urgently invited for the positions of **Pupil Midwives**—Part 2 Training, at the Municipal General Hospital, Moorgate, Rotherham.

The salary and conditions of service will be in accordance with the Rushcliffe Scale of Salaries and the appointment will be subject to one month's notice on either side.

Forms of application may be obtained from the Medical Superintendent, Municipal General Hospital, Moorgate, Rotherham.

Municipal Offices, JOHN S. WALL,
Rotherham. Town Clerk. (973)

CITY OF SALFORD HOPE HOSPITAL

Pupil Midwives (General Trained) required for Part I of the C.M.B. Examination. Salary in accordance with Rushcliffe Scale. Arrangements may be made for Part II of the training to be taken.

Apply to Matron, Hope Hospital, Salford, 6 Lancs.

H. H. TOMSON,
Town Clerk. (997)

ROYAL HALIFAX INFIRMARY

MIDWIFERY TRAINING—PART 1

There are a few vacancies for **Midwifery Pupils.** Salary according to the Rushcliffe Scale. 48 hour week.

Apply with details of training to Matron. (879)

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14/- per inch, minimum charge 10/-.

GUY'S HOSPITAL, LONDON, S.E.1.

Male Nurse required for the York Clinic Psychiatric Unit for modern treatment of the Neuroses and Psycho-Neuroses. Candidates should be S.R.N. and S.R.M.N. Apply Matron, Guy's Hospital, London. (671)

MIDDLESEX COUNTY COUNCIL

PUBLIC HEALTH DEPARTMENT
MALE STUDENT NURSES

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Application forms and full particulars from Matron of Hospital.

Middlesex Guildhall, C. W. RADCLIFFE,
Westminster. Clerk of the County Council.
S.W.1. (A.532). (1048)

THE GENERAL INFIRMARY AT LEEDS

Male Staff Nurses required for the Brotherton Wing for Private Patients and for the Operating Theatres. Salary according to the Rushcliffe scale, non-resident. Apply with full particulars and two names for reference to Matron, General Infirmary at Leeds. (841)

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Candidates must be single, under 30 years of age, healthy, and of good education.

Salary and service conditions in accordance with the Rushcliffe Committee Recommendations plus a grant of 10/- per week for men leaving H.M. Forces or work of National Importance.

48 hour week. Annual leave four weeks.
Apply to "The Medical Superintendent." (92)

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